DOCUMENT RESUME

ED 182 490 CE 024 016

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TITLE Professional and Occupational Practice Requirements. A Continuing Professional Education Series.
INSTITUTION Pennsylvania State Univ., University Park. Planning Studies in Continuing Education.
PUB DATE Feb 80
NOTE 224p.; For a related document see CE 023 601

EDRS PRICE MF01/PC09 Plus Postage.
DESCRIPTORS Certification; *Credentials; Educational Certificates; *Educational Planning; *Employment Practices; Higher Education; Laws; *Professional Continuing Education; Qualifications; Standards; State of the Art Reviews; *State Standards; Trend Analysis
IDENTIFIERS *Pennsylvania

ABSTRACT

Focusing on the role of continuing professional education in the various credentialing processes, a study was conducted to provide a comprehensive, up-to-date compilation of data regarding professional and occupational practice requirements in Pennsylvania. This material was intended to function as a useful resource to those serving Pennsylvania's practitioners through the provision of initial professional education, regulation, and continuing education. Initially, the study included fifty-five professions and occupations with the option to include other fields as the study continues. As each profession or occupation was selected, copies of laws governing its practice within Pennsylvania were obtained along with information gathered from professional associations. In addition, individuals from education, regulatory agencies, professional associations, and experienced practitioners were interviewed. Upon completion of all interviews, a summary was drafted and sent to each participant for final review. Individuals participating in the interviews comprise a useful resource list which will be continuously updated along with the study. A computerized information storage and retrieval system will be used to aid in updating and utilizing this information. The study also reported state and national trends, both within and across professions, regarding regulatory practices and attitudes toward and participation in continuing professional education. (Implications for continuing higher education are discussed; and summaries of professions and occupations surveyed are provided.) (BM)

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PROFESSIONAL AND OCCUPATIONAL PRACTICE REQUIREMENTS

A Continuing Professional Education Series

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February, 1980

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INTRODUCTION

Continuing professional education has recently attained prominence as educational institutions, professional associations, and others have sought to meet the growing learning needs of professional and occupational practitioners in a large number of fields. While continuing professional education is a widely acknowledged means of enabling professionals to keep up to date, as a concept it must be developed properly and applied with care. Continuing professional education does not lend itself to precipitous action or impromptu program development.

At The Pennsylvania State University career education has long been one of the three major parts of the Continuing Education program, the other components being personal development and community service. The goal of a carefully developed program, responsive to the needs of Pennsylvania practitioners, has guided the evolution of the University's work in continuing professional education.

History of the Study

This report is a part of the ongoing study of continuing professional education at The Pennsylvania State University. The first publication to emerge from the study, "Continuing Education Requirements in the Professions and Trades," was written by Benjamin M. Nead of Planning Studies in 1974. This paper provided an overview of continuing education as a requirement for licensure to practice or for professional association membership, and included basic information regarding the

following professional and occupational categories:

Health Professions

- Physicians and Surgeons
- Nurses
- Nursing Home Administrators
- Podiatrists
- Chiropractors
- Osteopaths
- Pharmacists
- Optometrists
- Physician Assistants

Business Occupations

- Accountants

Other Occupations

- Engineers
- Psychologists
- Lawyers

(Nead, 1974)

The twenty-six professions and occupations regulated in Pennsylvania through the Bureau of Professional and Occupational Affairs, Department of State, were identified in the paper, as were the 180 occupations certified or licensed by various localities within the Commonwealth.

In January, 1976, a Committee on Continuing Professional and Occupational Education was appointed by Floyd B. Fischer, vice president for Continuing Education. This group was asked to examine national

trends, assess continuing professional and occupational education at The Pennsylvania State University, and make recommendations. Their 1977 report responded to these charges and laid the groundwork for future directions.

In summarizing general trends in the University's program, the Committee stated:

> The dominant feature of the entire continuing education program is professional and occupational education. The overwhelming motivation that brings students to the credit and non-credit courses and services is a desire to improve professional or occupational status. The motivation comes from the individuals themselves, or, indirectly, from their employers, government regulation, or professional associations and societies to which they belong. In many cases their participation is required in a form of mandatory continuing education, a state of mind or condition which has evolved from educational practices in pre-service education and from the rapid pace of development of new knowledge and its application in an industrial society (Froke, 1977).

Because of this reality, the Committee recommended that the University retain professional and occupational education as its primary continuing education emphasis.

The Committee's report also identified four major trends, expected to have a major impact on the future of continuing higher edication in the 1980s and 1990s.

1. Licensing and certification of persons who practice in the professions and occupations are expected to increase with emphasis on continuing education as a means of assuring competence.

2. Employee educational benefits, including direct payment of tuition as well as tuition reimbursements, have increased dramatically in recent years, partly at the initiative of the employer and partly in response to adoption of educational benefits as a major issue in union-management negotiations.

3. Institutions and agencies whose primary societal function is something other than education have become major purveyors of continuing education in the professions and occupations.

4. Part-time students, principally adults, are becoming less interested in the occasional credit courses and more interested in patterns of course enrollments that lead to long-term educational objectives, including degrees. As a consequence, educational planning based on demographic data and other resources is an increasingly important component of the total continuing higher education system (Froke, 1977).

As these trends were discussed in the report, recommendations were made regarding the University's role in responding to them. The development of a central collection of information about professional and occupational regulation, based upon Nead's earlier publication, was one of those recommendations.

It was in response to this suggestion that Professional and Occupational Practice Requirements: A Continuing Professional Education Series was begun by Donna S. Queeney and Karen P. Manz of Planning Studies in 1978. They completed two informal installments of the Series in June and December, 1979, supplying information on fifty-five professions and occupations. This report utilizes the material from those two installments in presenting an up-to-date picture of professional and occupational regulation in Pennsylvania and its implications for continuing higher education.

Objectives of the Study

The study of which this report is a part has one primary objective:

> To provide a comprehensive, up-to-date compilation of data regarding professional and occupational practice requirements in Pennsylvania, focusing on the role of continuing professional education in the various credentialing processes. This material is intended to function as a useful resource to those serving Pennsylvania's practitioners through the provision of initial professional education, regulation, and continuing education.

The study also has four secondary objectives:

1. To develop and apply a methodology for working with educators, professional associations, regulatory agencies, and practitioners to obtain relevant data on professional and occupational regulation and the role of continuing education in its implementation.

2. To observe state and national trends, both within and across professions, regarding regulatory practices and attitudes toward and participation in continuing professional education.

3. To identify potential continuing education target groups.

4. To identify resource persons within the professions and occupations who might aid the Continuing Education staff of The Pennsylvania State University in defining areas for program development.

PROCEDURE

Inherent in the fulfillment of the primary objective of this study is an ongoing process; existing information must be periodically updated if it is to remain current, and professions and occupations must be added as their individual development qualifies them for inclusion or as they are identified in the general striving for comprehensiveness. Thus the procedure of the study is not one with a beginning, middle, and end, but rather takes the form of a continuous cycle.

Selection of Professions and Occupations

The selection of professions and occupations is an inclusive, rather than exclusive, process. Fields are selected for the study on the basis of several criteria, with the option of making further additions always remaining open; it is expected that other professions and occupations will yet be added to those included in this report. Indeed, it is a goal of the study to address as many professions and occupations as are relevant.

Professions and occupations selected for inclusion meet one or more of the following criteria:

1. Individuals must obtain legal permission to practice the profession or occupation in Pennsylvania.
2. Professional organization(s) or association(s) certify, or formally recognize attainment of a level of competence by an individual, in the profession or occupation.
3. There is a registry maintained for individuals considered

qualified to practice the profession or occupation.

4. Higher education is generally necessary for practice of the profession or occupation.

5. The Pennsylvania State University has a preprofessional or professional program in the field of study indicated by the profession or occupation.

6. The Continuing Education program at The Pennsylvania State University has provided educational services for, or worked with, the profession or occupation.

7. The profession or occupation was recommended for inclusion by a faculty or staff member at The Pennsylvania State University.

Reference was made to the earlier report by Nead, and also to two summaries of legally regulated occupations within Pennsylvania (Angel, 1970; Pennsylvania Laws, Statutes, etc., 1968) in identifying those professions and occupations for which legal permission to practice is required in Pennsylvania. Discussions with the assistant or associate deans for Continuing Education in each of the colleges of The Pennsylvania State University also produced a number of suggested professions and occupations, which were reviewed in terms of the criteria stated above.

The allied health professions required special consideration. Since there are almost 600 recognized allied health professions, it obviously was not practical to consider including all, or even most, of them. Identification of those to be addressed in this portion of the study was accomplished in consultation with the Office of the Dean for Allied Health Programs at The Milton S. Hershey College of Medicine of The Pennsylvania State University. Numbers of practitioners within Pennsylvania and the amount of education required or preferred for each

of the professions were factors considered in selecting the allied health professions.

The fifty-five professions and occupations included in the study to date are:

- Architecture
- Child Day Care Personnel
- Clergy
- College Teaching
- Counseling
  - Rehabilitation Counselor
- Criminal Justice
  - Corrections
  - Law Enforcement
  - Probation and Parole
- Dental Hygiene
- Dentistry
- Dietetics
- Education
  - Elementary and Secondary School Counseling
  - Instructional Media Specialist
  - Public School Teaching
  - School Administrators
- Emergency Medical Technology
- Engineering
- Forestry
- Funeral Direction
- Insurance
- Interior Design
- Landscape Architecture
- Law
- Library Science
- Medicine
  - Doctor of Osteopathy
  - Medical Doctor
  - Medical Technology
  - Occupational Therapy
  - Physical Therapy
  - Physician Assistant
  - Radiologic Technology
  - Respiratory Therapy
- Municipal Government Management
- Nursing
  - Certified Registered Nurse Anesthetist
  - Certified Registered Nurse Practitioner
  - Licensed Practical Nursing
  - Nurse Midwifery

Registered Nursing
Nursing Home Administration
Optometry
Physical Education
Athletic Trainer
Coaching
Podiatry
Psychology
Public Accounting
Real Estate
Secretarial Practice
Certified Professional Secretary
Legal Secretary
Medical Assistant
Social Work
Surveying
Transportation and Logistics
Urban and Regional Planning
Veterinary Medicine

Methodology of the Ongoing Study

As each profession or occupation is selected, copies of laws governing its practice within Pennsylvania are obtained, and information from professional associations on both state and national levels is also gathered. Individuals from the following areas are identified and subsequently interviewed:

1. Education. Wherever possible, a Pennsylvania State University faculty member teaching and/or doing research in the field is contacted. In many cases faculty members are serving on state or national regulatory boards or as officers in state or national professional associations, and are particularly well-versed and helpful.

2. Regulatory Agencies. In all cases where legal regulation exists, the regulatory agency is contacted. In many cases the spokespersons for these groups provide substantial amounts of information and verification of data.

3. Professional Associations. State and/or national professional associations are contacted so that their perception of attitudes and trends can be obtained. Many of these groups include an education or continuing education director who serves as an excellent source of information.

4. Practitioners. Individuals engaged in day-to-day practice of an occupation or profession provide a different perspective than any of the above sources.

Because each profession or occupation is somewhat unique in its organization and operation, adoption of a standard procedure for collecting information and contacting individuals is simply not practical. However, the attempt is made to be as thorough as possible, and all suggested approaches are explored.

Potential resource persons are identified from among those contacted. The individuals selected as resource persons are active in the practice, teaching, regulation, or organization of their profession or occupation; willing and able to provide information for the study; and willing to serve as contacts for continuing educators investigating program development ideas.

Information gleaned from available material is outlined prior to interviewing each resource person. This is done to provide the interviewer(s) with background information and to allow the resource person to verify the interviewer's understanding of the information.

Upon completion of all interviews for a given profession or occupation, a summary is drafted and sent to each person interviewed for his or her review prior to being finalized.

The information included in this report is continuously being updated. As resource persons become aware of changes within their

fields, these changes are made in the summary for that field, and an annual review of all professions and occupations addressed is planned. This process is greatly facilitated by the use of computerized information storage and retrieval systems.

Interview Format

A formal interview schedule has not been developed because the variety in organization and operation of professions and occupations noted earlier makes a rigidly defined format impractical. However, the following topics are covered in each interview as applicable.

I. Review of information regarding legal regulation in Pennsylvania

- A. Regulatory agency and law
- B. Requirements for entry into practice
  - 1. Education
  - 2. Experience
  - 3. Examination
  - 4. Other
- C. Requirements for continued practice
  - 1. General
  - 2. Continuing education
    - a. Existing
    - b. Proposed
- D. Trends and attitudes toward regulation
  - 1. State
  - 2. National
- E. Anticipated changes in regulation

II. Development and organization of the profession or occupation

- A. Historical perspective
- B. Education available
  - 1. Institutions
  - 2. Types of programs
- C. Supply and demand of practitioners
- D. Careers pursued by practitioners
- E. Trends within the field
  - 1. Education
  - 2. Diversification
  - 3. Attitudes

F. Professional associations
   1. National, state, and local
   2. Benefits of membership
      a. Educational opportunities
      b. Lobbying
      c. Other

III. Climate for continuing education

   A. Existing practices
   B. Need for programs
   C. Trends for the future

IV. Other information

DISCUSSION

Widespread concern regarding the definition and maintenance of individual practitioners' competency has become an issue across the nation and across professions. This emphasis has led many states to institute or increase requirements for individuals to enter and remain in professional and occupational practice.

While the value of either voluntary or mandatory continuing education as a means of maintaining competency has been debated extensively (Forni, 1975; Kalman, 1976; Pottinger, 1977; Shimberg and Roederer, 1978; Talbott, 1979), to date continuing education has emerged as the most useful tool in competency maintenance. Many professional groups support mandatory continuing education, and those that do not require it usually encourage voluntary participation to prevent obsolescence. Thus continuing higher education has an important role to play.

The Growth of Practice Regulation

In the strictest sense, "practice regulation" denotes a form of legal, mandatory regulation. However, in a broader sense the term can be expanded to include voluntary regulation as well. This study addresses both mandatory and voluntary regulation, since both have implications for continuing professional education

In reviewing various forms of regulation, one finds the terms "certification," "licensure," and "registration" used frequently. For

general usage they can be defined as:

Licensure
: A process by which a government agency grants an individual legal permission to practice a specific profession.

Certification
: A process by which a professional organization or association formally recognizes attainment of a level of professional competency by an individual.

Registration
: A process by which a nongovernmental agency or organization identifies an individual by including his or her name in a roster of professional practitioners.

These terms are often used interchangeably, however, so that a given profession or occupation may apply its own definition to the term(s) it employs. In the discussion of each profession, the terms are utilized according to common usage in that profession.

Traditionally practice regulation was imposed only in those fields where it was deemed necessary to protect the health and welfare of the public. Once a license or certificate was issued it was considered to be good for the lifetime of the practitioner, fostering acceptance of the philosophy that a person entering a given field possessed lifelong competence in that area (Shimberg, 1977; Kalman, 1979). While this philosophy may have been considered reasonable in a time when the body of knowledge in any given field was small and slow-growing, most professions and occupations consider it quite impractical today. New knowledge is currently being generated at an unprecedented rate, raising very real, very serious, valid questions about the requirements both to enter and to remain in professional practice.

The knowledge explosion and the definition of more, and more specific, fields, have spawned a proliferation of professional regulations, primarily in response to the desire of practitioners, consumers, and state governments to protect the public from incompetent operators. The entire issue of the need for and justifiability of professional regulation has become a controversial one (Gross, 1978; Roederer, 1979; Zerlaut, 1975). How a person gets into a field and stays there has become an area of conflict within individual professions and between practitioners and the public (Frandson, 1975). The question of who should have how much control has been asked repeatedly (Jacobs, 1979).

An early approach to controlling for at least a minimal level of competence was accreditation of professional and occupational schools. Later, licensing of individual practitioners was adopted to effect further control in a number of fields. In fields where licensure was not adopted, or as a supplement to legal regulation, many professional associations instituted voluntary certification of their members to formally recognize attainment of a level of competence. Most recently, a number of professions and occupations have added continuing education as a relicensure or recertification requirement (Watkins, 1979), and a number of professional associations have also instituted a continuing education requirement as a condition for membership.

The use of continuing education as a means of updating professionals, enabling them to maintain an acceptable level of competence and avoid obsolescence, is still in the developmental stage.

It is extremely difficult to establish evidence of a relationship between an individual's participation in continuing education and his or her increased knowledge, to say nothing of competence (Kalman, 1976; Shimberg and Roederer, 1978). One study that attempted to get at this issue studied the relationship between "measurable job performance" of engineers and their continuing education participation (Morris, 1978). While the findings of this study indicated a positive relationship between the two factors, more work is needed to answer the question of whether continuing education really does improve competence.

Despite these reservations, a number of professional associations, individual practitioners, licensing bodies, and educators strongly believe that continuing education offers an individual the best opportunity to keep abreast of current knowledge in a given field. It is perhaps this development that has recently produced the greatest impact on higher education and its relationship to professional practice requirements.

A Summary of Professional and Occupational Regulations in Pennsylvania

Within the Commonwealth of Pennsylvania, as across the nation, professional regulation is gradually increasing. Groups that have previously had no regulation are initiating requirements for entry into practice. Those professions and occupations already featuring regulation for initial practice are adding requirements for continued practice. A continuing education requirement is frequently the next component added. And either in addition or as an alternative to legal regulation, many groups are instituting or expanding forms of voluntary

credentialing.

The following chart summarizes professional and occupational regulation in Pennsylvania for the fifty-five professions addressed. It is divided into two sections, one dealing with mandatory requirements for practice and the other with voluntary certification, designation, or membership.

Table 1

PROFESSIONAL AND OCCUPATIONAL REGULATION IN PENNSYLVANIA

Profession or Occupation	Mandatory Requirements for Practice			Voluntary Certification, Designation, or Membership		
	Initial Credentialing	Recredentialing	Continuing Education Requirement	Initial Credentialing	Recredentialing	Continuing Education Requirement
Architecture	X	X				
Child Day Care Personnel	X					
Clergy						
College Teaching						
Counseling: Rehabilitation Counselor				X	X	X

Table 1 (cont'd)

PROFESSIONAL AND OCCUPATIONAL REGULATION IN PENNSYLVANIA

Profession or Occupation	Mandatory Requirements for Practice			Voluntary Certification, Designation, or Membership		
	Initial Credentialing	Recredentialing	Continuing Education Requirement	Initial Credentialing	Recredentialing	Continuing Education Requirement
Criminal Justice: Corrections	X					
Criminal Justice: Law Enforcement	X					
Criminal Justice: Probation and Parole						
Dental Hygiene	X	X	X*			
Dentistry	X	X		X**		

*Continuing education required for relicensure only if the applicant has not been engaged in active practice for ten or more years.

**Indicates specialty certification.

Table 1 (cont'd)

PROFESSIONAL AND OCCUPATIONAL REGULATION IN PENNSYLVANIA

Profession or Occupation	Mandatory Requirements for Practice			Voluntary Certification, Designation, or Membership		
	Initial Credentialing	Recredentialing	Continuing Education Requirement	Initial Credentialing	Recredentialing	Continuing Education Requirement
Dietetics				X	X	X
Education: Elementary and Secondary School Counseling	X					
Education: Instructional Media Specialist	X	X				
Education: Public School Teaching	X					

Table 1 (cont'd)

PROFESSIONAL AND OCCUPATIONAL REGULATION IN PENNSYLVANIA

Profession or Occupation	Mandatory Requirements for Practice			Voluntary Certification, Designation, or Membership		
	Initial Credentialing	Recredentialing	Continuing Education Requirement	Initial Credentialing	Recredentialing	Continuing Education Requirement
Education: School Administrators	X	X				
Emergency Medical Technology				X	X	X
Engineering	X	X				
Forestry						

Table 1 (cont'd)

PROFESSIONAL AND OCCUPATIONAL REGULATION IN PENNSYLVANIA

Profession or Occupation	Mandatory Requirements for Practice			Voluntary Certification, Designation, or Membership		
	Initial Credentialing	Recredentialing	Continuing Education Requirement	Initial Credentialing	Recredentialing	Continuing Education Requirement
Funeral Direction	X	X				
Insurance: Agents and Brokers	X	X				
Interior Design				X	X	
Landscape Architecture	X	X				

Table 1 (cont'd)

PROFESSIONAL AND OCCUPATIONAL REGULATION IN PENNSYLVANIA

Profession or Occupation	Mandatory Requirements for Practice			Voluntary Certification, Designation, or Membership		
	Initial Credentialing	Recredentialing	Continuing Education Requirement	Initial Credentialing	Recredentialing	Continuing Education Requirement
Law	X	X				
Library Science	X					
Medicine: Doctor of Osteopathy	X	X	X	X**	X	X
Medicine: Medical Doctors	X	X	X	X**	X	X

**Indicates specialty certification.

Table 1 (cont'd)

PROFESSIONAL AND OCCUPATIONAL REGULATION IN PENNSYLVANIA

Profession or Occupation	Mandatory Requirements for Practice			Voluntary Certification, Designation, or Membership		
	Initial Credentialing	Recredentialing	Continuing Education Requirement	Initial Credentialing	Recredentialing	Continuing Education Requirement
Medicine: Medical Technology				X	X	
Medicine: Occupational Therapy				X	X	
Medicine: Physical Therapy	X	X				
Medicine: Physician Assistant	X	X	X			

Table 1 (cont'd)

PROFESSIONAL AND OCCUPATIONAL REGULATION IN PENNSYLVANIA

Profession or Occupation	Mandatory Requirements for Practice			Voluntary Certification, Designation, or Membership		
	Initial Credentialing	Recredentialing	Continuing Education Requirement	Initial Credentialing	Recredentialing	Continuing Education Requirement
Medicine: Radiologic Technology				X	X	
Medicine: Respiratory Therapy				X	X	
Municipal Government Management						
Nursing: Certified Registered Nurse Anesthetist	X	X	X			

Table 1 (cont'd)

PROFESSIONAL AND OCCUPATIONAL REGULATION IN PENNSYLVANIA

Profession or Occupation	Mandatory Requirements for Practice			Voluntary Certification, Designation, or Membership		
	Initial Credentialing	Recredentialing	Continuing Education Requirement	Initial Credentialing	Recredentialing	Continuing Education Requirement
Nursing: Certified Registered Nurse Practitioner	X	X				
Nursing: Licensed Practical Nurses	X	X				
Nursing: Nurse Midwives	X	X				
Nursing: Registered Nurses	X	X				

Table 1 (cont'd)

PROFESSIONAL AND OCCUPATIONAL REGULATION IN PENNSYLVANIA

Profession or Occupation	Mandatory Requirements for Practice			Voluntary Certification, Designation, or Membership		
	Initial Credentialing	Recredentialing	Continuing Education Requirement	Initial Credentialing	Recredentialing	Continuing Education Requirement
Nursing Home Administration	X***	X	X			
Optometry	X	X				
Pharmacy	X	X				
Physical Education: Athletic Trainer				X	X	X
Physicial Education: Coaching				X		
Podiatry	X	X	X			

***In some cases, continuing education is specifically required for initial credentialing.

Table 1 (cont'd)

PROFESSIONAL AND OCCUPATIONAL REGULATION IN PENNSYLVANIA

Profession or Occupation	Mandatory Requirements for Practice			Voluntary Certification, Designation, or Membership		
	Initial Credentialing	Recredentialing	Continuing Education Requirement	Initial Credentialing	Recredentialing	Continuing Education Requirement
Psychology	X	X				
Public Accounting	X	X	X	X		
Real Estate: Salesmen and Brokers	X	X				
Social Work				X		
Surveying	X	X				

Table 1 (cont'd)

PROFESSIONAL AND OCCUPATIONAL REGULATION IN PENNSYLVANIA

Profession or Occupation	Mandatory Requirements for Practice			Voluntary Certification, Designation, or Membership		
	Initial Credentialing	Recredentialing	Continuing Education Requirement	Initial Credentialing	Recredentialing	Continuing Education Requirement
Transportation and Logistics				X		
Urban and Regional Planning				X	X	
Veterinary Medicine	X	X	X			

The information collected shows that there is a large and growing number of professions and occupations which are indicating needs for continuing professional education. While higher education can go a long way toward meeting continuing professional education needs, optimum continuing professional education can be achieved only through a cooperative effort that includes professional associations, licensing boards, practitioners, educators, and other institutions of higher education. Today's colleges and universities unquestionably have the educational capabilities and subject matter expertise, and it is in these institutions that new knowledge most frequently comes to light. However, the college or university alone cannot identify the problems and the educational needs of practitioners in a given field.

Several types of continuing education target audiences can be identified from the study, and include professions and occupations for which:

1. Continuing education is required to maintain credentialing mandatory for continued practice, as indicated in Table 1.

2. Continuing education is required to maintain voluntary credentialing, as indicated in Table 1.

3. Continuing education is required for initial mandatory credentialing. As shown in Table 1, this condition exists in only one field at this time.

4. Continuing education participation is voluntary but regarded as advantageous. The majority of professions and occupations reviewed to date are in this category.

5. Continuing education courses may be used to meet some or all of the educational requirements for initial mandatory credentialing. For example, the educational requirement for licensing as a real estate agent may be met through successful completion of continuing education courses, although continuing education is not specifically required.

6. Continuing education courses may be used to meet some or all of the educational requirements for initial voluntary credentialing. Emerging medical technology is an example of a field in which the required education is often obtained through participation in continuing education.

7. The educational institution cannot provide continuing professional education, but can offer programs in related areas or for personal development or community service.

Implications for Continuing Higher Education

The role of universities in professional education was well defined by Wilhelm von Humboldt when he established The University of Berlin in 1810. He envisioned the core of the university as the scholarly scientific and philosophical disciplines, surrounded by professional schools reaching out to the world of practice. Professional preparation included the student's passage through the university core of basic disciplines and into the professional school of specialization. This pattern has been adopted within the last century in this country as a model for preparing physicians, lawyers, and countless other professional and occupational practitioners.

Von Humboldt also expected the professions to feed back into the university the problems they encountered in the course of practice. The university-based disciplines then would address these issues through research and teaching, and transmit the results to practitioners. To date this segment of von Humboldt's plan has not materialized to the extent that it might have in this country. In light of the current emphasis on continuing professional education, however, the challenge to make it work is very real.

Virtually every profession and occupation investigated in this study has indicated support of some form of continuing education for its practitioners. Whether voluntary or mandatory, continuing education is viewed as a useful means of accomplishing a number of professional goals, as expressed by the trends observable in the professions and occupations studied.

Most policies governing professional and occupational practice are developed at the state level, but they often have their bases in national concepts. Thus, while educational institutions need to address the regulations within the state(s) they are serving (Knox, 1979), they should also realize that many of the policies transcend state borders. Professional "philosophies" frequently come down from the national level and are translated into regulations, attitudes, and trends that prevail in a number of states or even throughout the country.

While continuing education for some time has been considered a valuable means of obtaining current information in a given field, this study indicates that professional and occupational practitioners also participate in continuing education for a number of other reasons. A number of professions are encouraging the use of continuing education for the purposes described below.

To Maintain Competency

While opponents of mandatory continuing education argue that continuing education participation is no guarantee of competence, few if any will deny that continuing education provides an opportunity for an

individual to gain new knowledge that can be applied to make him or her a more competent practitioner. In some fields, practitioners feel the need for continuing education quite strongly and hence are motivated to participate voluntarily. Professional engineers, for example, cannot maintain a viable practice if their skills become obsolete, and are thus motivated to learn. Continuing higher education needs to find out what new knowledge and skills these professionals need, and to provide the appropriate educational programs. In other fields mandatory continuing education may be considered desirable to ensure practitioners' participation. Requiring that a practitioner continue learning is intended not only to protect the public, but also to protect the practitioner. For example, in Pennsylvania the insurance field experiences a high turnover of agents, which may be attributed in part to agents' failure to keep up with a constantly changing industry.

To Prepare for Credentialing Examinations

Before maintaining competence becomes an issue, applicants to practice in many fields are required to pass an examination for initial licensure or certification. Continuing education courses are frequently of value in preparing individuals to take these examinations. Such courses can not only review information that has been learned earlier, but can also focus on specific areas covered by the examination or provide practice in taking an examination. For instance, architects have suggested that a course offering practice sessions or a "dry run" for the design portion of their licensing examination would be extremely useful. The high failure rate on this portion of the test is attributed largely to individuals' inability to pace themselves properly in the

time allowed.

In some professions, an experience requirement must be met before an individual can sit for the licensing examination. In other professions, an individual must be licensed only if he or she has an independent practice, so someone working in industry, government, or as an educator in the field is exempt from this regulation. However, if this individual should decide to work as a consultant or to set up his or her own business, licensure would be required. In cases such as these, where the licensure examination is taken after a few years of practice rather than directly upon completion of education or training, a good old fashioned review has real merit.

To Qualify for Initial Licensure or Certification

In some cases continuing education participation, perhaps in combination with other factors, may enable an individual to qualify for initial licensure, certification, or registration. Continuing education may be specifically required, or it may be used as a means of meeting more general education requirements. Persons wishing to enter the real estate field, for example, often meet the education requirement by successfully completing courses offered through continuing education. An individual having a degree in a field other than that which he or she wishes to enter may take continuing education courses to supplement the degree and meet specific content requirements for practice.

To Update Those Practicing Prior to Regulatory Legislation

In some cases continuing education might be desirable for individuals already practicing. As states have passed legislation and implemented and revised regulations regarding who may practice in a given field, large numbers of individuals have been covered by a "grandfather" clause. These people, practicing at the time of legislation, are granted licensure or certification without meeting the newly established requirements. Some of them have had very little or no formal education in their field, as has been the case in some states with licensed practical nurses. Such practitioners may find continuing education courses especially beneficial for learning some of the underlying theory and basic concepts central to their fields.

To Provide Education in New Practice Areas

Another consequence of knowledge growth and society's changing needs is the emergence of new practice areas within, or as outgrowths of, existing fields. The law enforcement field, where private security is a growing area, is an example. In this case, the demand for private security personnel is quite significant and is increasing rapidly, but because of the newness of the field there are few persons educated in it. Interested individuals in the law enforcement field could supplement their existing training in the direction of private security through continuing education courses.

This concept also has relevance for retraining. As some fields become overcrowded, individuals may elect or be forced to seek

employment in other, related fields. This type of adaptation might best be accomplished through continuing education.

To Enhance Job Security and Advancement

A related application of continuing professional education receiving increasing attention is its use to enhance job security and improve opportunities for advancement. A formal degree is required for practice in a majority of professions, and there is a growing trend toward requiring a degree for employment where this has not previously been the case. This tendency may be viewed as a response to the expansion of knowledge in many fields and the resultant need for more educated practitioners.

In the nursing field, an individual can become a registered nurse through a diploma program or an associate or baccalaureate degree program, but a proposal is currently under consideration to require a baccalaureate education of all new R.N.s by 1985. If this materializes, it is not unrealistic to expect that at least some less experienced diploma and associate degree nurses may view it as a threat to their job security and their opportunities for advancement. A similar situation exists in the criminal justice field. There the minimum educational requirements for police officers generally include a high school education and completion of a training program, but a baccalaureate degree is seen as a desirable criterion for promotion.

Education beyond that necessary to enter or remain in practice is required to attain certain professional levels or designations in some

fields. For example, continuing education may be used to help a real estate agent move up to broker, or to qualify an insurance agent to pursue the Certified Life Underwriter designation.

To Supply Information in Related Areas

Another type of information frequently sought and logically offered through continuing education is that dealing with areas related to professional practice but not addressing the specific subject area. This category includes such things as office management for physicians, interpersonal skills for insurance agents, and teaching skills for librarians. Practitioners report that they often need these types of information, but do not get them in the normal course of their education.

To Serve as a Forum for Professional Exchange

Just as practitioners can learn from continuing education courses, they can also learn from each other. In some professions, such as social work and interior design, continuing education programs can provide a forum for the exchange of ideas. By offering a loosely structured workshop keyed to timely topic and problem areas, continuing education can serve as a catalyst, bringing practitioners, educators, and others if desired, together to discuss various aspects of an issue or ways of handling a problem.

To Provide Updated General Education

As new insights and knowledge develop in the practical areas of the

professions and occupations, so do they evolve in the social sciences, arts, humanities, biological sciences, and physical sciences. Since all professions and occupations are set in this broader context of general education, the need for practitioners to keep abreast of growth in these basic areas is substantial. Continuing education programs within the areas of general education can be fundamental in enabling practitioners to retain a realistic perspective of their field within a changing society.

More and more practitioners in an ever increasing number of professions are requiring, requesting, needing, and wanting supplemental education. Thus continuing higher education has an opportunity to provide a very real service to large segments of the population. There are opportunities for continuing professional educators to seriously evaluate continuing professional education needs, and to work cooperatively with professional associations, licensing boards, practitioners, and other institutions of higher education in providing the most effective continuing professional education.

SUMMARIES OF PROFESSIONS AND OCCUPATIONS SURVEYED

The following summaries of the fifty-five professions and occupations addressed present information for use by those involved in continuing professional education program development. In addition to outlining the requirements for individuals wishing to obtain mandatory or voluntary credentials, the summaries provide background information on the development of the profession or occupation and material on current trends within the field. A section on the climate for continuing education has been included in each summary to give continuing educators an overview of the group's perceived need for and interest in continuing education programs.

The primary function of the summaries is to assist the continuing educator in identifying those professions and occupations warranting further exploration as continuing professional education target groups. As this study is continued, the material included will be expanded and updated.

ARCHITECTURE

Pennsylvania Architects' Law regulates the practice of architecture in the Commonwealth and provides for the establishment of the State Board of Examiners of Architects to work in conjunction with the Commissioner of Professional and Occupational Affairs for the licensing and regulation of architects.

LICENSING INFORMATION

A person may become a registered architect by written examination, reciprocity, or appearance before the Board.

To become registered by written examination, an individual must:

I. Reside in Pennsylvania or be employed by architects registered by the Board who maintain a practice of architecture under a permanent Pennsylvania address.

II. Meet ONE of the following sets of eligibility requirements:

A. Option 1

1. Hold a professional degree in architecture from an accredited school of architecture, and

2. Have three years of experience in the office(s) of architects or the equivalent of said experience.

B. Option 2

1. Hold a master's, Ph.D., or other doctoral degree in architecture from an accredited school of architecture, where said degree is the first professional degree, and

2. Have three years of experience in the office(s) of architects or the equivalent of said experience.

C. Option 3

1. Hold a master's, Ph.D., or other doctoral degree in architecture from an accredited school of architecture, where said degree is the second professional degree, and

2. Have two years of experience in the office(s) of architects or the equivalent of said experience.

D. Option 4

1. Have completed the prescribed high school course,

2. Have ten years of experience in the office(s) of architects or the equivalent of said experience, and

3. Pass the Qualifying Examination.

E. Option 5

1. Hold a non-architectural degree,

2. Have ten years of experience in the office(s) of architects or the equivalent of said experience, and

3. Pass the Qualifying Examination.

F. Option 6

1. Have earned college or university credits but have no degree,

2. Have ten years of experience in the office(s) of architects or the equivalent of said experience, and

3. Pass the Qualifying Examination.

III. Pay an application fee of $50 for EACH examination (Qualifying, Design, Professional) EACH time that it is taken.

IV. Pass the Design Examination, which is Part A of the Professional Examination. This must be done before the remainder of the Professional Examination may be taken.

V. Pass Part B (the remainder) of the Professional Examination.

Registration by reciprocity may be granted to an applicant who holds a certificate of registration (or its equivalent) as an architect in another state, territory, or country where, in the judgment of the Board, the qualifications required for registration are equal to those in Pennsylvania, and provided the applicant is not under investigation as a result of an alleged violation of law, or having been found guilty of a violation, has satisfied the penalty imposed. A registration fee of $50 is required.

Registration may be granted at the discretion of the Board to an experienced architect, usually from outside of the United States, who appears before the Board to respond to questions and present examples of his/her work. A registration fee of $50 is required.

RELICENSING INFORMATION

To maintain licensing an individual must pay a biennial renewal fee of $25. An architect who permits his/her registration to lapse must pay a $10 reinstatement fee, the $25 renewal fee, and a penalty fee of $5 for each lapsed month since the reinstatement date. The registration periods extend from July 1 of each year to June 30 two years hence.

Continuing education requirements: none.

BACKGROUND INFORMATION

The Board of Examiners of Architects in Pennsylvania maintains membership in the National Council of Architectural Registration Boards (NCARB), as do all other state boards. NCARB has no authority or power over the state boards, but generally they receive cooperation and compliance from these boards. The states generally abide by the NCARB rules, and this uniform regulation serves as an aid in developing reciprocity among the states.

The Pennsylvania Board, which presently consists of seven members, is proposing revision of the act dealing with the licensing and regulation of architects (Title 49, Pa. Code Ch. 9). Changes being suggested include a redefinition of "architecture," allowance for practice as a business corporation (rather than only as a professional corporation), and increases in the penalties and fines for practicing without a license.

The three examinations given by the Board--Qualifying, Design, and Professional--are all national examinations. All applicants for the Professional Examination must have passed the Design Examination. Those applicants required to take the Qualifying Examination must pass it before taking the Design Examination. The Design Examination may be taken after eighteen months or more of acceptable training following receipt of an architectural degree. The examinations are given in the Philadelphia and Pittsburgh areas. The Qualifying and Design Examinations are offered each June, and the Professional Examination may be taken each December. Between 200 and 300 people take the Design and Professional Examinations each year in Pennsylvania.

The failure rate on the Design Examination is quite high. Board members attribute this failure rate at least in part to an inability of the applicants to pace their work properly through the twelve-hour examination period. It has been suggested that a preparatory course for the Design Examination could be useful in helping applicants overcome this timing problem.

Evaluation of the experience, or work time, of applicants is made by the Board in accordance with the NCARB Table of Equivalents. At least twelve months of the experience must be directly under the supervision of a registered architect. If a person works for a registered architect during summers while going to school, up to twelve months' credit may be granted for this experience. Credit for work with an engineer, contractor, or other person in the design and/or building professions may also be granted at the discretion of the Board at the rate of 50 percent (e.g., one year of credit for two years of work) and for a maximum of two years, but this experience must be combined with twelve months under a registered architect to meet the total experience requirement. New legislation enabling architects to also serve as contractors, and hence function as "designer-builders," will make the demarcation of work time definitions more complex.

An internship development program (IDP) has been developed in nine states (excluding Pennsylvania), and there are plans to introduce it on a

national level. The IDP insures that a person gains experience in all facets of architecture during his/her work time.

There are approximately 6,000 registered architects in Pennsylvania, about 3,000 of whom are currently residents of the state. The remainder hold licenses but may reside and/or practice outside of Pennsylvania. Penn State graduates an average of thirty-five to forty students in its architecture program each year. In 1980, Penn State will return to the five-year, bachelor of architecture program that it formerly had; in recent years it granted a bachelor of science preprofessional degree and a two-year professional graduate degree. Graduate programs in architecture at Penn State will be limited, and enrollment will be confined to graduates of four-year programs outside of Pennsylvania.

The Pennsylvania Society of Architects (PSA), the state association of the American Institute of Architects (AIA), has approximately 1,500 members in six chapters: Philadelphia, Northeastern (Scranton-Wilkes-Barre), Central, Western (Pittsburgh), Northwestern (Erie), and Bucks County. Each chapter holds monthly meetings for lectures, business, and legislation review. The state Society meets yearly for a three-day forum. These forums, held in a different part of the state each year, include educational programs and exhibits by the building industry. PSA has an executive director and an office in Harrisburg, and is represented by a regional director at AIA.

CLIMATE FOR CONTINUING EDUCATION

Some type of "live" preparatory course for the Design Examination, and perhaps for the Professional Examination, has been recommended. Study guides are available by mail to help applicants prepare, but especially in the case of design this type of instruction appears to fall short of its goal. Other states do have courses specifically developed to help applicants prepare for the Design Examination, and apparently they are beneficial.

The need for continuing education for architects already registered has been acknowledged by both PSA and AIA. While practitioners are opposed to mandatory continuing education, PSA and AIA feel that if architects do not establish patterns of participation in continuing education of their own violition, they may be forced by outside agencies to adopt continuing education requirements. AIA organizes a significant number of continuing education programs, and also encourages the state societies to develop programs.

The Department of Architecture at Penn State recently became the official educational institution for the organization of continuing education programs for architects in Pennsylvania. While other institutions are of course free to develop programs also, Penn State will assume responsibility for working with the PSA to identify topics and develop and implement seminars, workshops, or courses to meet architects' continuing education needs.

Topics for continuing education programs have been selected because the professional society, practitioners, and schools feel that architects

have shortcomings in a particular area; changes, new techniques, new materials, or new directions need to be introduced; or at the request of constituents. Recent topics have included site planning, application of free energy to the design of buildings, energy analysis and retrofitting, and financing of buildings. At a three-day session held in October, 1978, in Hershey, session attendance ranged from fifteen to thirty participants.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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CHILD DAY CARE PERSONNEL

There is no licensure or certification of child day care personnel in the Commonwealth of Pennsylvania. However, regulations governing the minimal qualifications of child day care personnel are provided through facility licensure requirements which are mandated by the State Department of Public Welfare, Bureau of Child Development Programs.

BACKGROUND INFORMATION

Day care service for children provides out of home care for part of the day to children under sixteen years of age, excluding care provided by relatives. There are three different types of day care facilities regulated by the State Department of Public Welfare including Group Day Care Homes, and Child Day Care Centers. All of these facilities may provide care to children with disabilities.

The size of the staff varies with the type and enrollment of each facility. The major categories of staff in child day care centers are those of administrator, director, group supervisor, assistant group supervisor, and aide.

To be an <u>administrator</u>, an individual must meet ONE of the following options:

I. Complete a graduate program at an accredited college or university with a master's degree in administration, early childhood education, child development, special education, elementary education, or the human services field, including at least fifteen credit hours in administration/supervision and/or child development related courses, or

II. Complete an undergraduate program at an accredited college or university with a baccalaureate degree in administration, early childhood education, child development, special education, elementary education, or the human services field, and have three years of work experience in the human services field, including at least two in administration/supervision.

To be a <u>director</u>, an individual must meet ONE of the following options:

I. Complete a graduate program at an accredited college or university with a master's degree in administration, early childhood education, child development, special education, elementary education, or the human services field;* and have two years of work experience related to the care and development of children; or

II. Complete an undergraduate program at an accredited college or university with an associate degree or its equivalent in administration, early childhood education, child development, special education, elementary education, or the human services field;* and have four years of work experience related to the care and development of children.

To be a group supervisor, an individual must meet ONE of the following options:

I. Complete an undergraduate program at an accredited college or university with a baccalaureate degree in early childhood education, child development, special education, elementary education, or the human services field;* or

II. Complete an undergraduate program at an accredited college or university with a baccalaureate degree and teaching certification in early childhood education, child development, special education, elementary education or the human services field; or

III. Complete an undergraduate program at an accredited college or university with an associate degree or its equivalent in early childhood education, child development, special education, elementary education, or the human services;* and have two years of work experience related to the care and development of children.

To be an assistant group supervisor, an individual must meet ONE of the following options:

I. Have a high school diploma or GED certification; fifteen credit hours in early childhood education, child development, special education, elementary or the human services field; and have one year of work experience related to the care and development of children; or

II. Have a high school diploma or GED certification and three years of work experience related to the care and development of children.

*An individual must have fifteen credit hours related to the disabilities of the children with whom he or she will work to be employed in this position at a specialized or integrated day care center for disabled children.

To be an aide, an individual must meet ONE of the following options:

I. Have a high school diploma or GED certification; or

II. Have an eighth grade education and two years of experience related to the care and development of children.

A family day care home is a facility where care is provided for one to seven children at any one time. The child care area is used as a family residence. The primary staff person is the caregiver.

To be a caregiver in a family day care home, an individual must:

I. Be at least eighteen years of age.

II. Have experience in the care and supervision of children.

III. Provide at least two written references from persons other than the caregiver's family who can vouch for the caregiver's suitability to work with children.

A group day care home is a facility where care is provided for seven to twelve children at any one time. The child care area is used as a family residence. The primary staff person is the caregiver.

To be a caregiver in a group day care home, an individual must:

I. Be at least eighteen years of age.

II. Meet ONE of the following options:

A. Have a high school diploma or GED certification; fifteen credit hours in early childhood education, child development, special education, elementary education, or the human services field; one year of work experience related to the care and development of children; and at least two written references from persons other than the caregiver's family who can vouch for the caregiver's suitability to work with children; or

B. Have a high school diploma or GED certification; three years of work experience related to the care and development of children; and at least two written references from persons other than the caregiver's family who can vouch for the caregiver's suitability to work with children.

In applying for any position, an individual may substitute certified competency based training for equivalent education and/or

experience requirements. The Child Development Associate (CDA) credential is national certification, which is accepted as a substitute. It is given as a measure of competency when an individual does not meet the education and/or experience requirements mandated by a state Department of Public Welfare.

The current Pennsylvania regulations for licensing facilities were implemented in April, 1978. At that time, all staff members were grandfathered in under the new facility licensure regulations. Many of them did not meet the minimum requirements. For this reason, and because there is a diversity of staff qualifications for the varied positions, there is great disparity in the qualifications of child day care staff.

There are approximately 896 licensed day care centers in Pennsylvania. Three hundred of these are private day care centers. There are approximately 2,800 licensed family day care homes, and 33 licensed group day care homes. It is estimated that the 2,800 licensed family day care homes represent only about 25 percent of the total family day care homes operating in the Commonwealth.

Of professional organizations for child day care personnel in Pennsylvania, the Pennsylvania Association of Child Care Administrators (PACCA) is the most prominent. It offers an annual conference with educational workshops for practitioners in the field. There is also an association of private day care personnel in western Pennsylvania, and one of family day care providers in the southeastern region.

CLIMATE FOR CONTINUING EDUCATION

Training for Title XX (federal funds under the Social Security Act) day care personnel is provided by the Bureau with funds allocated to each of the four regional districts in the Commonwealth. In each region, one or more individuals are contracted to provide appropriate training, and he or she may arrange with local colleges or agencies to provide some training. This individual surveys the staff in his or her area to determine training needs, and training needs are also identified in the annual evaluation of programs. When a deficiency is identified, the staff at a facility may be required to undergo training in the deficient area in order to maintain licensure of the facility. Training is free of charge for all staff members who are direct care providers. Practitioners in private facilities may not participate in this training, since it is funded with Title XX federal monies.

A survey of caregivers in home day care facilities indicated they felt a need and desire for additional training. Persons in this position are required to meet the least stringent educational and training requirements of all child day care personnel. Some training is currently provided for these people, but the Bureau is looking into others means of providing further training. One alternative may be the development of a television training program. This would permit delivery of educational programs to caregivers, the majority of whom are in rural areas.

Staff members are encouraged by the Bureau to participate in a variety of continuing education programs, especially those offered by colleges and universities. However, individuals must pay their own fees. Participation in degree programs may increase, as a degree is viewed as a primary means of advancement.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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CLERGY

There are no licensing or certification requirements, or accrediting agencies, either public or private, for clergy in the United States. However, most denominations do have minimum educational requirements for ministers.

BACKGROUND INFORMATION

Clergy serve in many roles in church, government and other institutions. While most serve local congregations in a parish or synagogue; others teach; administer seminaries and other educational institutions; work in social welfare agencies; or serve as chaplains in hospitals, correctional facilities, industry, or the Armed Forces. Still others are engaged in preaching, evangelization, or missionary work.

Educational requirements for clergy vary greatly from denomination to denomination. While some require very little formal education, most require a bachelor's degree or its equivalent plus study in an accredited or church-recognized seminary. Seminary training is usually broad in scope, but often focuses on theology, philosophy, scripture study, and doctrinal investigation specific to the denomination. Seminary students also study church history, psychology, public speaking, and other disciplines relevant to the responsibilities of the clergy. In addition to seminary training, many clergymen and women pursue additional education to equip them for specific positions after ordination.

Many Protestant denominations require candidates to complete three or more years of post graduate seminary study before ordination. This study may consist of experiential training as well as formal education. The course of study often leads to the Master of Theology or the Bachelor of Divinity degree. Although additional study may qualify the candidate for the Doctor of Divinity degree, this is seldom required for ordination.

Candidates for the Catholic priesthood must study at least eight years after high school before they may be ordained. Although some priests may study longer, most spend two years in a minor seminary, followed by six years in a major seminary. The course of study usually leads to the Master of Theology degree. This degree, or its equivalent, is ordinarily required before ordination.

Rabbinical students must study from seven to ten years beyond high school. Requirements vary depending upon the branch of Judaism with which the seminary is connected. Conservative and Reform seminaries require five to six years of training beyond the bachelor's degree, while Orthodox seminaries require training in a prerabbinical program plus at least three years in an ordination program beyond the bachelor's degree.

CLIMATE FOR CONTINUING EDUCATION

There is a strong interest among clergy for continuing education. Interests include programs in administration, pastoral counseling, sociology, the psychology of religion, human development, and religious studies. There is a need for Penn State to develop and offer programs in these areas for clergy.

ADDITIONAL RESOURCES:

B'nai B'rith Vocational Service
1640 Rhode Island Ave. NW
Washington D.C. 20036

National Center for Church Vocations
1307 South Wabash Ave.
Chicago, Illinois 60605

National Council of the Churches of
Christ in the U.S.A.
Department of Ministry
475 Riverside Drive
New York, New York 10027

Serra International
22 West Monroe Street
Chicago, Illinois 60603

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COLLEGE TEACHING

There is no licensing or certification of college instructors in Pennsylvania. There are, however, rather firmly established educational requirements.

BACKGROUND INFORMATION

College instructors work in public or private two or four year colleges and universities. Usually their primary responsibility is to teach a specific subject, but they are also often required to to engage in research, serve on faculty committees, publish in professional journals, and act as academic advisors to students.

Although some states, such as California, require certification of instructors in two year community colleges, no state requires certification of instructors in four year institutions. Due to the differing backgrounds and responsibilities of college instructors, there is no current interest in developing such certification requirements.

Educational requirements and academic responsibilities of instructors often differ between two year and four year colleges. Instructors in two year community colleges must ordinarily have earned a master's degree in the subject which they intend to teach. Some educators feel that in the future a doctor's degree or other terminal degree will be necessary, but at present only a small percentage of community college instrutors have these degrees. Advancement in community colleges is usually obtained through successful teaching experience and through institutional involvement. Community college instructors are often evaluated on their performance as teachers, and must, therefore, develop competent teaching skills as well as advanced knowledge of their specific subject area.

Most four year college and university faculty are classified in four academic ranks: instructor, assistant professor, associate professor, and full professor. Applicants with a master's degree and little experience may be hired as an instructor, but to attain a higher rank, more training and experience is required. Assistant professors usually must have a doctor's degree plus one or two years of teaching experience. Associate professors must have a doctorate plus an additional three or more years of teaching experience. For a full professorship, the doctorate, extensive teaching experience, and published articles and books are usually essential. Faculty at four year colleges and universities are often evaluated on their research efforts and expertise, and on the quality of their publications. They must, therefore, develop advanced research and writing skills in their subject area.

Instructors who have worked at a community college may later find it difficult to obtain a permanent position at a four year college without additional training or experience. Although the reverse is not as likely to be true, prospective college instructors should decide early in their career the type of institution at which they intend to

work, and should pursue appropriate training.

CLIMATE FOR CONTINUING EDUCATION

Individuals engaged in college teaching indicate an interest in continuing education programs that will help to develop skills which will improve their work. Programs on the use of the computer in research, and programs to provide information useful for career counseling of students are among those of interest to college faculty members.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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COUNSELING
REHABILITATION COUNSELOR

There is no mandatory certification or licensure of rehabilitation counselors in Pennsylvania. However, voluntary national certification is provided by the Commission on Rehabilitation Counselor Certification (CRCC), Chicago, Illinois.

BACKGROUND INFORMATION

Rehabilitation counselors are employed in a variety of institutions and agencies. The majority work in civil service agencies; in Pennsylvania, the Bureau of Vocational Rehabilitation is the largest state employer of rehabilitation counselors. Rehabilitation counselors may also work in mental health agencies and clinics, in the area of law enforcement and corrections, in private agencies, allied health services, and community agencies.

The national certification, new in 1974, is rapidly becoming recognized as a criterion for employment in many of the above agencies and institutions. Counselor certification is required by federal regulations for intermediate health care facilities, and a number of agencies include it as a criterion for hiring and promotion. Legislation has been introduced in the United States Congress to amend the Rehabilitation Act to include the professional standards of certification.

Rehabilitation counselor educators are also affected by this national certification as it is a requirement for faculty to meet in helping to obtain and maintain accreditation of academic programs in rehabilitation counseling.

For an individual to become a Certified Rehabilitation Counselor (C.R.C.), he/she must:

I. Meet ONE of the following options:

A. Have a master's degree in rehabilitation counseling from a CORE accredited rehabilitation counseling education program; or

B. Have a master's degree in rehabilitation counseling from a rehabilitation counseling training program with a supervised internship, plus one year of acceptable experience under the supervision of a C.R.C.; or

C. Have a master's degree in rehabilitation counseling or a related area without a supervised internship plus two years of acceptable experience, at least one year of which must have been under the supervision of a C.R.C.; or

D. Have a master's degree in an unrelated area plus five years of acceptable experience, at least one year of which

must have been under the supervision of a C.R.C.; or

E. Have a baccalaureate degree in an area plus five years of acceptable experience, at least one of which must have been under the supervision of a C.R.C.

II. Pay an application fee of $35.00.

III. Pay an examination and certification fee of $50.00.

IV. Successfully pass the certification examination. This examination is a written, multiple choice test of 300 questions. It is given nationally twice a year, in April and October, and the test sites chosen are based on the geographical distribution of the test takers. If the examination is failed the first time, a retake is allowed within fifteen months with the payment of $40.00. If it is failed a second time, then the applicant must go through the certification eligibility process again.

Provisional certification will be given to an individual who passes the examination and meets the education and general experience requirement, but lacks experience under the supervision of a C.R.C. However, he/she will be required to fulfill the one year of supervised experience before being granted full certification status.

Initial certification is valid for five years. To renew, or maintain certification, an individual must provide evidence of participation in 150 clock hours of approved continuing education over the past five years and pay a fee of $50.00. All continuing education programs must be approved by CORE.

There are several national professional associations in the field of rehabilitation counseling, including the National Rehabilitation Association, the National Rehabilitation Counselor Association, and the American Personnel and Guidance Association together with its subdivision, the American Rehabilitation Counseling Association.

Three schools in Pennsylvania have CORE accredited programs in rehabilitation counseling. They are The Pennsylvania State University, University of Pittsburgh, and University of Scranton. There are approximately 335 C.R.C.s in Pennsylvania.

CLIMATE FOR CONTINUING EDUCATION

As acceptance of CORE certification continues to grow, continuing education programs will be increasingly necessary to enable individuals to maintain certification. (The first group of individuals to be certified just became eligible for re-certification in August, 1979.) The professional associations offer some preconference workshops in conjunction with their national conferences, but little continuing education is provided at the state and local levels. Also, a course to prepare those sitting for the certification examination has been

suggested as potentially useful, but apparently there is none available in Pennsylvania.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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CRIMINAL JUSTICE
CORRECTIONS

There is no certification or licensure of correctional officers or correctional counselors in Pennsylvania, but there are eligibility standards for specific positions as discussed below.

BACKGROUND INFORMATION

There are many support personnel in correctional institutions but the two primary positions are those of Correctional Officer and the Correctional Counselor.

There are several levels of the Correctional Officer position ranging from trainee guard to supervisor. The Correctional Counselor works in the treatment division of the institution and provides direct counseling to the inmates. Correctional Officers and Counselors are primarily employed in the eight state correctional institutions (SCIs) in Pennsylvania. The federal penitentiary in Lewisburg, a federal prison camp in Allentown, and county prisons also employ Correctional Officers and Counselors.

An individual wishing to qualify as an entry level Correctional Officer in an SCI must:

I. Be at Least twenty-one years of age.

II. Have a high school degree or its equivalent.

III. Pass a state civil service examination.

IV. Have a physical examination and pass a physical performance test.

V. Go through two background checks, one carried out by the employing institution and the other by the State Police.

An individual selected for employment must complete a four week intensive training program at the State Bureau of Corrections Academy at Camp Hill. The employing institution then provides additional training and orientation to the position. After one year of employment, an individual may apply for the position of Correctional Officer I, and may advance up to supervisory levels by successfully passing state civil service examinations and receiving positive by performance evaluations.

An individual wishing to qualify as a Correctional Counselor in an SCI must:

I. Meet ONE of the following options:

A. Have five years of progressively responsible human

services experience including one year in a professional capacity involving casework or counseling services provided in a social service setting; or

B. Have one year of experience in casework or counseling services provided in a social service setting AND a baccalaureate degree; or

C. Have a master's degree in sociology, psychology, counseling, social work, or a related field; or

D. Have one year of experience as a correctional officer/matron in an SCI, AND a baccalaureate degree in sociology, psychology, social work, counseling, or a related field; or

E. Have a baccalaureate degree in sociology, psychology, social work, counseling, or a related field, including a practicum in a corrections setting (institution or probation or parole office); or

F. Have a combination of education and experience which can be substituted at the discretion of the State Civil Service Commission.

II. Pass a civil service examination.

An individual selected for employment must complete a four week intensive training program at the Academy at Camp Hill.

In the state system, there are approximately 1,350 Correctional Officers and 100 Correctional Counselors.

The requirements for personnel working in the county prisons are set by each county. However, many Correctional Officers employed by these prisons are encouraged to participate in the four week training program at the State Bureau of Corrections Academy in Camp Hill.

Correctional Officers and Counselors in federal correctional institutions must meet the same general Correctional Officer qualification standards. There are several grades (GS 6 to 13) of this position. Promotion to a higher grade is contingent upon meeting general and specific experience requirements, being rated on the basis of an evaluation, and maintaining good physical condition and health.

The general experience requirement can be met in many ways and can include social case work in a welfare agency, active participation in community action programs, or personnel management experience. The specific experience requirement refers to experience in the correctional custody and supervision of inmates in a correctional institution or community based treatment facility. College education can be substituted for training and experience requirements.

All grades require three and one half years general experience. The length of required specialized experience increases with promotion to higher grades. The specialized experience requirements include satisfactory completion of various federally operated inservice training courses.

At the Lewisburg Federal Penitentiary, there are approximately 175 Correctional Officers and twenty Correctional Counselors.

The pay for Correctional Officers is considered to be good and is viewed by many as an entry level position for college graduates. These people tend to go on to Counselor or administrative positions within the system.

CLIMATE FOR CONTINUING EDUCATION

A large amount of inservice training is offered at both the state and federal correctional institutions. The inservice programs provided at the federal institutions are mandated by civil service requirements. This training is offered for newly promoted individuals and for updating purposes. The vast majority of the inservice training is developed and implemented within the system; there is little or no contracting of training services from other agencies or educational institutions. However, employees are encouraged to participate in additional continuing education on their own time. Many of them participate in degree programs in criminal justice and take seminars or courses in management and related areas.

At the SCIs, there are no mandatory training requirements at this time. However, a regulation requiring forty hours of continuing education participation annually of all Bureau employees is being considered.

General training seminars are offered at each state institution. These sessions address such issues as drugs, weapons familiarization, and self defense, and are offered approximately every three months. Special programs and seminars are held to deal with topics such as stress and labor relations, and management programs are also provided. The Bureau will contract educational institutions and other agencies (the Federal Civil Service Commission, for example) to provide some of this training.

Employees of the SCIs are also encouraged to participate in continuing education programs offered by various professional associations, such as the American Correctional Association and the Pennsylvania Prison Warden Association, and educational institutions.

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CRIMINAL JUSTICE
LAW ENFORCEMENT

In Pennsylvania an individual wishing to enter the law enforcement field must satisfactorily complete a mandated training program. There is no licensing or certification, however.

MANDATORY TRAINING INFORMATION

The Municipal Police Training Act of 1974 states that an individual wishing to be employed as a law enforcement officer must:

I. Be twenty-one years of age or older.

II. Pass the state civil service examination.

III. Be the subject of a background check that reveals nothing of a questionable nature.

IV. Meet standards regarding height and weight, and pass a physical examination, including vision tests.

V. Undergo a psychological examination.

VI. Participate in and pass the appropriate training program.

A. For municipal police officers, this consists of 480-hour course of study. It is offered by the Pennsylvania State Police at the Police Academy at Hershey and the sub-academy at Greensburg, and also by several institutions of higher education in the state.

B. For state police officers, a six-month training program is conducted at the Police Academy at Hershey.

BACKGROUND INFORMATION

There is a national move toward the certification of educational programs for law enforcement officials, but none toward certification of officials themselves. The Academy of Criminal Justice Sciences has been holding workshops at various locations across the country for the past eight months or so, discussing the issue of program certification. At this time it is still not a nationally accepted concept, however.

Broad areas to be included in the training program for municipal law enforcement officials are prescribed by the Municipal Police Training Act of 1974. The training program is generally given as a twelve-week course, but is sometimes offered by colleges and universities on an extended basis. In this manner the course is stretched out over a longer period of time, with classes held evenings and/or weekends, so that an individual may pursue this training while working at another job. The training program includes interim and final examinations.

The six-month mandated training program for state police officers is offered only at the Police Academy at Hershey. The program is designed by the training division there, with approval from the State Commissioner of Police. Through an arrangement with the Capitol Campus of Penn State, individuals enrolled in this training program are able to take a limited number of credit courses while at the Academy. They may also obtain credit by examination for certain courses at this time. All of these credits would be applicable should the individual pursue a baccalaureate degree.

While Pennsylvania offers a training workshop to qualify individuals for a license to carry a weapon, law enforcement officials are not required to obtain a license through this procedure. Their regular programs include the necessary training, and when sworn in as law enforcement officials they are eligible to carry weapons.

CLIMATE FOR CONTINUING EDUCATION

There are no mandatory continuing education requirements for law enforcement officials. However, they describe themselves as being "in continuous training" on a voluntary basis. Continuing education is provided by in-service programs and by institutions of higher learning both within and outside of Pennsylvania, including Penn State. State and municipal officials may, and often do, participate in the same continuing education programs.

Law enforcement officials express an interest in both credit and non-credit continuing education. Those pursuing a baccalaureate degree do so to increase their opportunities for promotion and to provide themselves with mobility into other, related job areas after retirement. There has been some evidence to indicate that police officers with college degrees are better able to handle the non-law enforcement situations they encounter, such as conflict resolution.

Suggested topic areas for continuing education, in addition to those already available, include crisis intervention and practice-oriented psychology.

Private security is an emerging area of new interest that is related to law enforcement. Individuals with backgrounds in law enforcement who are moving into private security could benefit from continuing education for retraining. However, because of the newness of the private security field there is a dearth of qualified faculty in the area.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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CRIMINAL JUSTICE
PROBATION AND PAROLE

There is no licensure or certification of probation and parole officers in the Commonwealth of Pennsylvania.

BACKGROUND INFORMATION

A probation officer is charged with the responsibility of overseeing a juvenile or adult offender when he/she is adjudicated delinquent or convicted of a crime but is released to probation supervision in the community rather than sentenced to an institution. A parole officer is primarily charged with the responsibility of supervising an offender when he/she is released from prison prior to completing the full term of sentence.

Parole and probation officers may be employed at the county level as employees of the county courts or at the state level as employees of the State Board of Probation and Parole.

Probation and parole also exist at the federal level. This group of officers is very small and tends to be composed of "the cream of the crop" of probation and parole officers. Federal probation and parole officers are usually paid higher salaries than state and local officers. The experiential practice requirements for federal officers tend to be more stringent and a master's degree in criminal justice or a related field may be required.

Practice requirements for probation and parole officers may vary slightly from county to county. The general requirements, however, for probation and parole officers at the county or state level are:

I. To have a baccalaureate degree with an emphasis in administration of justice or the social behavioral sciences.

II. To have experience in criminal justice or a related area. This requirement often can be met by a practicum in a degree program or by being employed in a human services agency.

III. To take a county or state developed civil service examination (not required in all cases).

A bill is currently pending which would require forty hours per year of continuing education for state and county probation and parole officers in Pennsylvania. This bill is sponsored by the Pennsylvania Association of Probation, Parole and Corrections.

In general, the field is moving toward some minimum requirement for continuing professional development. Eventually, when a bill requiring continuing education is passed, the profession is expected to move towards licensure. Licensure would be an aid to enforcing the continuing education requirement.

CLIMATE FOR CONTINUING EDUCATION

Approximately eighteen schools in Pennsylvania have either a program or some course work in criminal justice. Penn State offers a baccalaureate degree in criminal justice and master's and doctoral degrees in community systems with an emphasis in administration of justice.

Penn State is also very active in offering in-service training for probation and parole officers and hopes to expand its criminal justice offerings in the future. Penn State continuing education programs in related areas include training for State Supreme Court and Juvenile Court judges.

The majority of continuing education or in-service training for probation and parole officers is offered in cooperation with various agencies, including the State Board of Probation and Parole and the Juvenile Court Judges Commission.

An annual training conference is provided each year by the Pennsylvania Association on Probation, Parole and Correction.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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DENTAL HYGIENE

The State Dental Council and Examining Board licenses dental hygienists in Pennsylvania. It is unlawful for any individual to practice dental hygiene unless he/she is licensed by this Board.

LICENSING INFORMATION

To practice as a dental hygienist, an individual must:

I. Be at least nineteen years of age.

II. Have completed an approved certificate or degree program in dental hygiene, or have completed four full semesters as a full-time student in an approved school of dentistry.

III. Pay an application fee of $25.

IV. Successfully complete two examinations:

A. The National Board, a written examination for which the fee is $20.

B. The North East Regional Board, a primarily practical examination for which the fee is $100. The North East Board was developed to help establish reciprocity with fifteen states.

RELICENSING INFORMATION

To be relicensed an individual must pay a biennial registration fee of $10.

Continuing education requirements: none.

A dental hygienist who has not practiced for a period of several years (usually ten or more) may be required to show evidence of current continuing education participation.

BACKGROUND INFORMATION

The majority of dental hygienists are trained in a two-year program although there is a trend toward obtaining a baccalaureate degree in dental hygiene. Dental hygienists with a baccalaureate degree may work in public school programs. Those who obtain a master's degree in dental hygiene frequently use it as preparation for teaching in dental hygiene programs. The schools in Pennsylvania offering dental hygiene programs are Temple University, The University of Pittsburgh, The University of Pennsylvania, Montgomery County Community College, Northampton County Community College, Thomas Jefferson University, Williamsport Area Community College, and Luzerne County Community College.

There is a general shortage of dental hygienists in rural areas,

but the converse is true in some urban areas. A large number of dental hygienists work only part time, and almost all practicing hygienists are paid on a daily basis with few if any fringe benefits. This situation makes it difficult for them to obtain funding or time off to attend continuing education programs.

The job requirements of a dental hygienist have changed little over the past thirty years. Hygienists have been licensed since their occupation emerged and the job responsibilities have been fairly well defined in licensing regulations. About ten years ago, however, a movement began to expand the responsibilities of dental hygienists. Many expanded responsibilities can be filled by a dental assistant, however, and dentists may prefer to use an assistant because the salary for that individual would be less than that for the hygienist. These duties vary by state according to the restrictions of practice cited in each states' dental practice act.

An individual who joins the professional association for hygienists must join the local, state, and national levels of The American Dental Hygienist Association (ADHA) for which the yearly membership fees total $92.50. The state professional association is the Pennsylvania Dental Hygienist Association (PDHA). There are no continuing education requirements for membership in ADHA or PDHA.

The Academy of Dental Hygiene was established by PDHA to recognize continuing education participation. To join the Academy, an individual must have had 3.0 CEUs within the past five years (as approved by ADHA) and to maintain membership, he/she must complete .07 CEUs a year. All of the educational programs offered by the local, state, or national dental hygienist associations may be taken for CEU credit.

CLIMATE FOR CONTINUING EDUCATION

Many continuing education programs are offered for dental hygienists. However, it is often difficult for a hygienist to get time off to attend a conference or seminar, and if time is taken off, it is frequently without pay. Also, hygienists are frustrated by attending educational programs and learning new techniques or methods that they cannot apply in their office.

There is some feeling among hygienists that the programs offered do not reflect the needs or interests of these practitioners. Some indicate a need for refresher courses in basic subjects, such as nutrition and anatomy, which they had earlier. Others feel the need for more home study courses since it is so difficult to attend seminars and workshops. The northeastern and northwestern sections of Pennsylvania may be particularly suitable to correspondence study as dental hygienists in those areas are fairly isolated from continuing education programs.

Continuing education is offered through the local, state, and national dental hygienist associations as well as through the schools with dental hygiene programs. In Pennsylvania, the local chapters of PDHA are quite active, providing educational programs that generally

draw from local resource people such as nutritionists, psychologists, dentists, and other health related professionals.

A limited number of education programs for dental hygienists are offered through the American Dental Association.

There is no action being taken by either the state licensing board or national or state dental hygienists associations to implement mandatory continuing education requirements. Perhaps this is a reflection of the dental hygienists themselves who do not look favorably on mandatory continuing education because it would not benefit them for the reasons discussed: the cost, the difficulty of getting time off from work, and the lack of support from the supervising dentist to implement new procedures or techniques in the office.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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DENTISTRY

The State Dental Council and Examining Board licenses dentists to practice dentistry in Pennsylvania. It is unlawful for any individual to practice dentistry unless he is duly licensed by this board.

LICENSING INFORMATION

To obtain a license an individual must:

I. Complete a minimum of two years undergraduate study including specified courses in the sciences.

II. Be a graduate of an approved program of dentistry and obtain a D.D.S. or D.M.D. degree.

III. Pay an application fee of $25.

IV. Pass three examinations:

A. The National Board given by The Council of National Board of Dental Examiners. The fee is $25; the examination is given three times a year at the three dental schools in Pennsylvania: Temple University, The University of Pennsylvania, and The University of Pittsburgh. It is a three day written test and is given in two parts; part one is administered at the conclusion of the sophomore year and part two is administered at the conclusion of the student's senior year. While the National Board is widely accepted by dental state boards as fulfilling a part of their licensing requirements, it has no official status in the licensure process.

B. The North East Regional Board. The fee is $150 and the examination is both written and clinical and serves as a qualifying procedure for licensure. The examination is a five-part test in clinical dentistry. It is constructed, administered, scored, and evaluated by the state dental board examiners of the fifteen participating states. Remedial courses required for candidates who sustain two successive failures must be completed in an accredited school of dentistry.

C. The Pennsylvania Dental Law Examination. This is a written examination. The application fee covers the cost of this test.

V. Pay a registration fee of $25.

RELICENSING INFORMATION

Relicensure is obtained by the biennial payment of $25.

Continuing education requirements: none.

BACKGROUND INFORMATION

The American Dental Association (ADA) is the national professional association of dentists. State chapters of ADA are responsible for setting their own policy and standards as they relate to the practice of dentistry in the respective state.

The Pennsylvania Dental Association (PDA) has approximately 6,000 members. The state is divided into ten districts and then subdivided into local chapters. There is a high level of participation and interest in the local chapters.

There are eight specialty areas within dentistry: oral pathology, public health, prostodontics, periodontics, pedodontics, endodontics, orthodontics, and oral surgery. Each of these areas has its own certification board and professional association. Recently some combination specialties, such as orthodontics/ pedodontics and orthodontics/periodontics, have developed.

Specialty certification involves additional training beyond dental training ranging from eighteen months to three years. A dentist can become a specialist through either a certification program or a master's program. Specialty certification comes automatically with either the certification or master's program and is valid for life; no recertification or continuing education is required to maintain the specialty designation.

CLIMATE FOR CONTINUING EDUCATION

The attitude of PDA towards mandatory continuing education as either a relicensure or membership requirement is negative. The Association feels strongly about providing continuing education for its members and favors having members participate on a voluntary basis. It is the general consensus of the Association and Pennsylvania dentists that most practitioners take the initiative to voluntarily participate in some form of continuing education.

The ADA does not provide continuing education programs or courses except through its annual conference, nor does it approve continuing education programs on the state, district and local levels. That function is the responsibility of the state associations if they wish to exercise it.

The local chapters, called study clubs, provide voluntary programs for dentists to study a variety of topics. There is great interest in these study clubs. Credit is given for attendance at the local and district programs and workshops, all of which must be approved by PDA. Programs are given primarily in five areas of the state where practitioners do not have easy access to a dental school.

Some of the areas of programming include X-ray, full mouth reconstruction, malpractice issues, and practice management,

particularly as it relates to dental insurance.

Some dentists are members of the Academy of General Dentistry. This association is open to all specialty groups but is primarily geared towards the general practitioner. The Academy has mandatory membership requirements including the completion of 75 clock hours of continuing education every three years. The continuing education programs must be approved by the Academy or the state associations of the Academy. In Pennsylvania, 1,240 dentists are members of the Academy.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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DIETETICS

There is no legal licensure or certification of dietitians in Pennsylvania. However, the American Dietetic Association (ADA) registers dietitians "to protect the health, safety, and welfare of the public by encouraging high standards of performance of persons practicing in the profession of dietetics." Individuals registered by ADA may use the trademarked designation "Registered Dietitian," or "R.D."

REGISTRATION INFORMATION

To become a Registered Dietitian, an individual must:

I. Meet eligibility requirements as follows:

A. Education

1. A baccalaureate, master's, or doctoral degree from an accredited college or university is required.

2. The degree program must include or be followed by courses appropriate to subject matter and recency of education requirements. Additional course work is required to "update" work completed five or more years prior to application.

B. Experience

1. With a baccalaureate degree, completion of a dietetic internship, or approved, pre-planned professional practice is required. Experience is incorporated in coordinated undergraduate programs leading to a baccalaureate degree.

2. With a master's degree, completion of a graduate assistantship or qualifying work experience is required.

3. With a doctoral degree, experience related to the field of dietetics is required, and is reviewed individually.

C. Personal endorsements are to be furnished at the time of application.

II. Pass the registration examination, which is given twice yearly by an independent professional testing organization. The examination fee of $65 includes the initial registration fee.

REREGISTRATION INFORMATION

To remain registered, an individual must:

I. Pay a fee of $10 yearly.

II. Complete seventy-five clock hours of approved continuing education over each five-year period.

BACKGROUND INFORMATION

Dietitians work in a great variety of positions involved with both health maintenance and restoration. Many are employed in hospitals, but a growing number are engaged elsewhere in such areas as consultation, education, health centers, medical centers and a variety of feeding programs. Dietitians specialize in some form of management or nutrition as well as dietetics. An increasing number do private practice consultation.

Dietetics is a mobile profession. ADA identifies a large majority of R.D.s as women who tend to move with their families. For this reason of mobility, national registration is considered preferable to state licensure, or certification, since it eliminates the problems of reciprocity. Dietitians are registered as generalists; although it is anticipated that there may be specialized registration in the future, none exists at this time.

Approximately 90 percent of the country's registered dietitians are members of ADA. When registration was adopted in 1969, all dietitians who were ADA members were automatically registered upon payment of the registration fee. In order to maintain that registration, however, these individuals have had to meet the continuing education requirements in the same manner as those dietitians who have been registered by examination.

Requirements for ADA membership are the same as the registration eligibility requirements. ADA has almost 40,000 members, while The Pennsylvania Chapter, The Pennsylvania Dietetic Association (PDA), has approximately 1,750 members. PDA has six district associations: Philadelphia, Pittsburgh, Northeast, Northwest, Central, and Lehigh Valley.

ADA accredits educational institutions, internships, and coordinated undergraduate programs. ADA also approves the two-year programs for dietetic technicians. (Dietetic technicians, like dietetic assistants, are not registered. Individuals holding these titles perform routine tasks, such as tray checks.)

Continuing education programs must be approved in order for an individual to receive credit for participation. Prior approval for national programs is granted by ADA. Each state association, including PDA, has an approval committee to grant prior approval for programs offered in the state. The state association must be at least co-sponsor of any program it approves. Subsequent approval of a program may be applied for in cases where a program was not offered primarily for dietitians, or was attended by very few dietitians, and hence did not request prior approval.

ADA is currently engaged in a manpower study to determine future demands for dietitians. The dietetics profession is also looking toward the establishment of third party reimbursement for dietitians, with the recommendation that ADA registration be used for determination of

eligibility.

CLIMATE FOR CONTINUING EDUCATION

Dietitians who are located in metropolitan areas or are able to travel to state and national programs have no difficulty in finding enough continuing education programs to meet their needs. However, individuals in rural areas and the 200 to 300 R.D.s residing outside of the country do not have an adequate supply of continuing education programs available to them. ADA has cassette tapes for continuing education, and there is one correspondence course offered in another state. Additional correspondence courses for dietitians would be quite useful to R.D.s in meeting their requirements.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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EDUCATION
ELEMENTARY AND SECONDARY SCHOOL COUNSELING

The Pennsylvania Department of Education (PDE), requires that public school counselors hold a valid professional certificate, issued by PDE, upon recommendation from an institution with a PDE approved program for the preparation of school counselors.

CERTIFICATION INFORMATION

School guidance counselors must hold an Educational Specialist I or II certificate. To obtain an Educational Specialist I (provisional) certificate, an individual must:

I. Meet the competency requirements prescribed by the Pennsylvania Department of Education. These requirements are generally met by successfully completing a M.Ed. or M.S. degree in counselor education.

To be admitted to the master's program in counselor education, at Penn State an individual must have 27 credits in three of the following five areas with grades that average 3.0 or better: sociology, psychology, economics, education, and anatomy and physiology. Also a minimum undergraduate cummulative average of 2.50 or better is required.

An individual may be admitted as a non-degree graduate student and complete only the certification requirements, not the graduate degree requirements. These decisions are made on an individual basis within the Counselor Education program and are often based upon staff resources and student credentials.

The Educational Specialist I certificate is valid for three years.

To obtain an Educational Specialist II (permanent) certificate, an individual must:

I. Hold a valid Educational Specialist I certificate.

II. Successfully meet the three year experience requirement as attested to by the counselor's employing school administrator.

This certificate is good for life.

RECERTIFICATION INFORMATION

There is no recertification of school counselors in Pennsylvania.

Continuing education requirements: none.

BACKGROUND INFORMATION

The certification requirements are developed by the State Department of Education which also approves the academic programs for the preparation of counselors. Typically, these programs are affiliated with graduate programs in counselor education. Most of the state colleges and several private institutions including Temple University, Villanova, Duquesne, Westminster, The University of Scranton, The University of Pennsylvania, and The Pennsylvania State University offer such programs.

CLIMATE FOR CONTINUING EDUCATION

Although there are no recertification requirements, most schools encourage their counselors to take additional credit courses. Salary scales with increases for additional education provide incentive for participation in this additional education. Some school districts will reimburse counselors for costs of continuing education.

The counseling field is a changing one, and thus continuing education is considered necessary if an individual is to remain up to date. Counselors also benefit from periodic work on their practical skills. Professional associations, such as the American Personnel and Guidance Association and its subgroups on the state and national levels, provide some continuing education, as do colleges and universities with counselor education programs.

Penn State has offered several workshops for counselors. It has been suggested that counselors outside the school setting, such as those in rehabilitation and mental health facilities, would also benefit from the school counseling continuing education programs.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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EDUCATION
INSTRUCTIONAL MEDIA SPECIALIST

The Pennsylvania Department of Education (PDE) issues educational specialist certificates (I and II) for instructional media specialists working in public schools.

CERTIFICATION INFORMATION

An individual must first earn an Educational Specialist I (provisional) certificate, then may pursue an Educational Specialist II (permanent) certificate. To obtain an Educational Specialist I certificate, an individual must:

I. Have obtained permanent teaching certification.

II. Have successfully completed a PDE approved graduate certification program in instructional media.

This initial certification is good for three years.

RECERTIFICATION INFORMATION

After completing three years of satisfactory experience at level I, permanent (level II) certification is granted.

Continuing education requirements: none.

BACKGROUND INFORMATION

Instructional media specialists are primarily employed by school districts to design instructional programs utilizing various media resources. Instructional media specialists may also be employed in a school or intermediate unit instructional materials center. Certification is valid for all grade levels.

The demand for instructional media specialists in education has declined over the past few years after peaking in the late 60s to early 70s. As school budgets become tighter, support service positions, including instructional media specialist, are being cut as a fiscal measure. Because of this decrease in demand, many instructional media specialists are pursuing dual certification in areas such as library science or curriculum development to make them more valuable on the job market. However, outside the field of public education there is a substantial demand for instructional media specialists for industrial training.

There are approximately 750 instructional media specialists practicing in the Commonwealth's public education system.

CLIMATE FOR CONTINUING EDUCATION

Pennsylvania schools offering certification programs in instructional media are Clarion State College, West Chester State College, Shippensburg State College, Indiana University, Temple University, University of Pittsburgh, and Penn State. Shippensburg State College and the University of Pittsburgh have experimental baccalaureate certification programs for instructional media specialists as the result of a movement being considered in the state to make instructional media specialist certification a baccalaureate rather than graduate level program. Some schools, such as Clarion State College, also have baccalaureate degree programs in instructional media for individuals going into industry.

PDE provides no formalized training specifically designed for instructional media specialists, although these individuals may participate in relevant inservice programs. They may also receive continuing education through the Pennsylvania Learning Resources Association, a professional association affiliated with the American Association of Educational Communication Technology, and in programs offered by the colleges and universities with certification programs in instructional media.

It appears that the primary updating occurring in the field is resulting from the trend to obtain dual certification.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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EDUCATION
PUBLIC SCHOOL TEACHING

The Pennsylvania Department of Education (PDE), Bureau of Teacher Certification, issues Instructional I (Provisional) and Instructional II (Permanent) certificates to persons whose primary responsibility is teaching.

CERTIFICATION INFORMATION

An individual must first earn an Instructional I certificate, then may pursue an Instructional II certificate. To obtain an Instructional I certificate, an individual must:

I. Earn a baccalaureate degree.

II. Complete a PDE-approved teacher education program. This requirement may be met:

A. through a baccalaureate degree program in education, or

B. as a graduate degree candidate, or

C. as a non-degree graduate student seeking certification.

III. Receive the recommendation of the appropriate administrator of a PDE-approved program.

At this point an Instructional I certificate is issued. It is valid for three years of actual teaching in Pennsylvania's public schools. (These need not be consecutive calendar years.) The Instructional I certificate may be renewed for an additional three years of teaching if the individual has earned at least twelve post-baccalaureate credits.

For permanent certification to teach in Pennsylvania, an individual must earn an Instructional II certificate. To qualify for an Instructional II certificate, earned through a continuation of the above-described procedure, an individual must:

IV. Hold a valid Instructional I certificate.

V. Have taught in Pennsylvania for three years.

VI. Have earned at least twenty-four post-baccalaureate collegiate or in-service credits.

An individual currently certified to teach in another state may submit his/her credentials to the Bureau of Teacher Certification. On the basis of reciprocity existing with that state, Pennsylvania certification is generally issued. In the case of an individual holding an expired certificate from another state, an assessment of the individual's credentials and statement of experience will

be made and a course of action for converting the out-of-state expired certificate into a Pennsylvania certificate will be recommended.

RECERTIFICATION INFORMATION

There is no recertification of teachers in Pennsylvania.

BACKGROUND INFORMATION

The teacher certification procedures described above apply to all instructional areas, kindergarten through twelfth grade. All teacher education programs must be approved by PDE. In addition to having PDE approval, Penn State's programs are accredited by the National Council for Accreditation of Teacher Education.

The PDE is considering raising the requirement for Instructional II certification from twenty-four to thirty credits. Also under consideration are changes that would require a certain number of these credits to be at a PDE-approved institution and would specify the types of course credits that may be included. At this time any or all credits required for Instructional II certification may be earned through in-service training programs, institutions of higher education, or any combination of the two.

Many states recertify teachers every two or three years, with a continuing education requirement to be met. The Pennsylvania Association of Teacher Educators supports the concept of recertification for teachers in the Commonwealth, but the Pennsylvania State Education Association (PSEA) is opposed to it. Those in the field of teacher education consider recertification in Pennsylvania unlikely.

The National Education Association (NEA), of which PSEA is a state chapter, would like to control teacher certification rather than having control by state agencies. PSEA supports this idea. To implement the concept, NEA recommends that each state establish a Professional Standards and Licensing Commission (PSLC) to control certification within that state. While Pennsylvania does have a PSLC, it is only advisory in nature. In Oregon, however, the PSLC does control teacher certification in what has been deemed by educators and teacher educators as a satisfactory manner. Essentially this is a system of teachers certifying teachers, which does raise some ethical questions.

It should be noted that the PDE also issues Master's Degree Equivalency Certificates for salary purposes only. Individuals holding Instructional I or II certificates are eligible for a Master's Degree Equivalency Certificate after earning thirty-six graduate level credits, with eighteen of these credits in the area of the applicant's primary teaching assignment. Eighteen of the thirty-six credits may be earned through in-service programs approved by PDE for this purpose, but at least eighteen credits must be earned in institutions of higher education.

CLIMATE FOR CONTINUING EDUCATION

Because of the post-baccalaureate credit requirement for an

Instructional II certificate, a certain amount of continuing education for teachers is mandatory. In addition, teachers participate voluntarily in continuing education to some extent.

Credits toward Instructional II certification and other continuing education are available to teachers through two major sources: in-service training programs and institutions of higher education.

Prior to 1968, there were no in-service programs offered for credit. In 1968, a program was developed whereby a teacher could earn up to six of the credits required for an Instructional II certificate through in-service programs conducted by school districts. According to the PDE, credit for in-service programs was originally developed in response to criticism from teachers and administrators, who stated that the programs offered by institutions of higher education concentrated too heavily on theory and too little on practical information that could be applied in the classroom. Today any or all of the twenty-four credits required for Instructional II certification can be earned through participation in in-service training programs.

The PDE has drawn up guidelines for the development of in-service training programs by school districts or intermediate units. Determination of credits to be given for in-service programs is made by the PDE after an evaluation of the program. Over the past five years, the number of in-service training programs given in Pennsylvania has grown tremendously; there were approximately 1,000 given in the state in 1978-79.

Proponents of continuing education programs offered through institutions of higher education, rather than through in-service training, believe that the institutional approach offers more thorough coverage of an area, including theory and analysis of the concepts and problems being considered. Teacher educators suggest that in-service training programs often meet short-term, narrowly defined, identified needs, whereas programs offered through colleges and universities tend to be broader and more comprehensive in scope.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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EDUCATION
SCHOOL ADMINISTRATORS

The Pennsylvania Department of Education (PDE) issues the following administrative certificates and letters of eligibility:

Elementary School Principal Certificate
Secondary School Principal Certificate
Director of Vocational Education Certificate
District Superintendent Letter of Eligibility
Assistant District Superintendent Letter of Eligibility
Intermediate Unit Executive Director Letter of Eligibility
Assistant Intermediate Unit Executive Director Letter of Eligibility

CERTIFICATION INFORMATION

To be certified as an Elementary/Secondary School Principal, an individual must:

I. Complete a graduate program approved by PDE.

II. Have five years of professional education experience.

To be certified as a Director of Vocational Education, an individual must:

I. Complete a graduate program approved by PDE.

II. Have five years teaching experience in vocational education.

To receive a District Superintendent Letter of Eligibility, an individual must:

I. Complete a graduate program approved by PDE.

II. Have six years experience in education with at least three at a supervisory or administrative level.

To receive an Assistant District Superintendent Letter of Eligibility, an individual must:

I. Complete a graduate program approved by PDE.

II. Have six years teaching experience (this is for individuals lacking administrative or supervisory experience).

To receive an Intermediate Unit Executive Director Letter Eligibility, an individual must:

I. Meet ONE of these two options:

A. Have a doctoral degree from a state approved college or university; or

B. Have a master's degree plus forty semester hours of graduate work taken at an institution approved for the preparation of a District Superintendent of Schools.

II. Have six years experience in education with at least three at the managerial or supervisory level.

To receive an Assistant Intermediate Unit Executive Director Letter of Eligibility, an individual must:

I. Meet ONE of these two options:

A. Have a doctoral degree from a state approved college or university; or

B. Have a master's degree plus forty semester hours of graduate work taken at an institution approved for the preparation of a District Superintendent of Schools.

II. Have six years experience in education, managerial or supervisory experience is not required.

RECERTIFICATION

There is no recertification of school administrators. However, the initial certification or letter of eligibility is provisional for three years (Level I). After three years satisfactory performance at Level I, permanent (Level II) certification is granted.

Continuing education requirements: none.

BACKGROUND INFORMATION

The functions of the administrator are to direct, operate, supervise, and administer the organizational and general educational activities of a school or schools.

The size of the administrative staff varies by school district. There is a minimum of one principal per school and one district superintendent per school district. As the size of the school or district increases, the number of assistants also increases.

For the 1978-79 school year, there were 2,532 elementary, 982 secondary, and 382 combined (both elementary and secondary grades) schools operating in Pennsylvania.

CLIMATE FOR CONTINUING EDUCATION

Fourteen institutions in Pennsylvania are approved by PDE to provide certification programs for elementary school and secondary

school principals; six institutions provide PDE approved programs for the Superintendent's Letter of Eligibility; and three schools offer approved programs for Director of Vocational Education certification. Temple University, University of Pittsburgh, and The Pennsylvania State University offer programs for all three administrative levels. There are no formalized programs for the preparation of Intermediate Unit Executive Directors.

There is no mandated inservice training for school administrators. However, studies have shown that administrators feel a need for updating in their field, particularly in areas of budget management and school finance, energy management, education law, and personnel negotiations.

The training and educational needs of administrators vary depending on the size of the school or school district. For example, a superintendent of a small rural district may need to be more of a generalist while the superintendent of an urban district can delegate many responsibilities to a staff of assistants and concentrate his or her efforts on specific issues.

Training and updating opportunities for school administrators are available through several delivery systems. Formal and informal courses may be taken at colleges and universities. Educational programs and workshops are offered by professional associations such as the state principals associations and the Pennsylvania Association of School Administrators. The State School Board Association releases publications and information for administrators. PDE operates an Executive Academy, which provides problem solving sessions for interested school administrators.

Four study councils, located at the University of Pennsylvania, University of Pittsburgh, Lehigh University, and The Pennsylvania State University also offer workshops and programs. School districts, not individual administrators, may join any number of these study councils. Superintendents, I.U. executive directors, and their assistants are the main client groups. Some councils allow other individuals such as school board members and program coordinators to attend the sessions. The Pennsylvania School Study Council (PSSC) at Penn State has approximately thirty percent of the state's school districts as members.

School administrators have difficulty with time management; as a fifty to sixty hour work week is not unusual. This is due primarily to the community's desire to have administrators participate in various local organizations as well as to the demands of the job. This makes it more difficult for school administrators to not only prioritize their time, but to set aside time for continuing education.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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EMERGENCY MEDICAL TECHNOLOGY

Voluntary certification for Emergency Medical Technicians (E.M.T.s) is provided by the Pennsylvania Department of Health. However, this certification may be a mandatory requisite to work with a county or local emergency service squad. National voluntary certification also exists for E.M.T.s but it is not recognized by The State Department of Health.

BACKGROUND INFORMATION

E.M.T.s do not fall into the traditional definition of an occupation primarily because the vast majority of E.M.T.s are volunteer workers. In Pennsylvania, approximately 80 percent of those serving as E.M.T.s are volunteers. Because of this, the motivation of individuals who fill E.M.T. roles effects their perspective and ability to participate in training and education programs. The time invested in training is not necessarily seen in the same terms as time invested in training for a paying job.

There are two levels of E.M.T.s; the basic level is the E.M.T., the advanced level is the paramedic. Requirements to become an E.M.T. are standardized by the State Department of Health. Requirements to become a paramedic parallel those of the E.M.T. but require three or four times the hour commitment. Specific content of the paramedic course may vary from community to community based upon the input of the course medical director.

To become a State Department of Health certified E.M.T., an individual must:

I. Have a minimum of 94 clock hours of training in several areas including patient assessment, basic life support, oxygen administration, and fractures.

II. Pass a two part examination: skills (practical) and written. The written part can be taken only if the practical part has been passed. If the practical is not passed, one retake is allowed. One retake is also allowed on the written part. Otherwise, an individual must go through the training program again.

Certification is good for three years.

To be recertified, an individual must:

I. Take a retest by one of the following options:

A. Take a two-part challenge examination (skills and knowledge). No retest is allowed on either part. If it is failed, the individual must take a refresher course. The refresher course varies from a minimum of 20 to a maximum of 40 hours.

B. Take a refresher course and pass the certification examination.

C. E.M.T. instructors need only pass the written portion of the challenge examination.

An estimated 80 percent of ambulance operators in Pennsylvania are certified E.M.T.s. Since 1972, approximately 30,000 E.M.T.s have been certified in the Commonwealth, although only about 18,000 have maintained certification. There is approximately a 50 percent turnover rate every two to three years. This high attrition is attributed to the intensity of the job and the lack of opportunity for advancement.

CLIMATE FOR CONTINUING EDUCATION

All training programs for E.M.T.s are coordinated and administered by nine regional Emergency Medical Service (EMS) councils. These councils are in turn responsible to the State Department of Health. Approximately 300 to 400 classes are given per year throughout the state. These classes are offered at vo-tech schools, community colleges, hospitals, and local ambulance clubs. Penn State offers courses for both E.M.T.s and paramedics.

The cost of these training courses varies from free to the cost of tuition for a college credit course. It is difficult to expect volunteer workers to pay for their training when it can be received free from an EMS council. Very few communities underwrite the cost of providing training for ambulance personnel; however, many ambulance organizations may provide reimbursement for some training courses.

The Pennsylvania Ambulance and E.M.T. Association, which is affiliated with The National Association of E.M.T.s, has provided some continuing education for E.M.T.s. However, attendance at its conferences has dropped in the past couple of years. This decrease has been attributed to the conference costs that an E.M.T. must pay to attend.

The E.M.T. course offered at Penn State is held at University Park. Plans are underway to expand the course to other locations in the state. These efforts are limited by financial resources as new training equipment will have to be purchased. The paramedic program is currently offered through the Altoona Campus and may be provided throughout the state as the need arises.

It has been suggested that continuing education field staff members work with the community to help plan and develop programs of this type when the need is shown to exist. The greatest demand tends to be for paramedic training, due to the desire for higher certification levels. Post certification programs are in less demand because of the absence of Pennsylvania Department of Health continuing education requirements.

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ENGINEERING

The Pennsylvania State Registration Board for Professional Engineers licenses engineers under the general designation of "Professional Engineer." Licensing examinations are given in the following disciplines:

Agricultural Engineering
Ceramic Engineering
Chemical Engineering
Civil Engineering
Electrical Engineering
Geological Engineering
Industrial Engineering
Manufacturing Engineering
Mechnical Engineering
Mining Engineering
Nuclear Engineering
Petroleum Engineering
Sanitary Engineering
Structural Engineering

LICENSING INFORMATION

To be licensed, an individual must:

I. Be twenty-five years of age, of good character, and able to speak and write the English language.

II. Pass the Engineer in Training (EIT) examination common to all disciplines. To be eligible to sit for this examination, an individual must pay a fee of $25 and either:

A. Be a graduate of a four-year engineering program in an approved institution of higher education, or

B. Have four years of engineering experience, as attested to by a Professional Engineer.

III. Pass the Professional Engineer (PE) examination in his/her discipline. To be eligible to sit for this examination, an individual must have four years of engineering experience and pay a fee of $50.

An individual holding an unexpired license or certificate of registration issued by the proper authority of another state, territory, or country having requirements comparable to those in Pennsylvania may be licensed in Pennsylvania without examination.

RELICENSING INFORMATION

To maintain licensing, an individual must renew the license biennially by paying a fee of $25. Licensing periods run from December 1 of each even-numbered year to

November 30 two years hence.

Continuing education requirements: none.

BACKGROUND INFORMATION

Beginning April, 1979, the State Registration Board for Professional Engineers in Pennsylvania changed from state-designed PE examinations to the National Council of Engineering Examiners (NCEE) examinations. These examinations, given in April and November of each year, are used by fifty-two states and territories; only Colorado, Illinois, and New Jersey do not use the NCEE examinations.

NCEE designs and grades all examinations, and makes recommendations regarding what might constitute a passing score. Examinations are graded by a testing service, under contract to the Board. Each state may define its own passing score, but in the interest of simplifying reciprocity rulings, states tend to follow NCEE's recommendations. Since Pennsylvania's change to the NCEE examinations is recent, policies for determining passing scores in Pennsylvania have not yet been firmly established.

The Professional Engineers Registration Law is a practice act designed to protect the public. All persons engaged in the practice of engineering must be licensed Professional Engineers, except those employed in industry or public utilities. Engineers in these two areas are exempt from the Professional Engineers Registration Law, but each industry or public utility engaged in engineering work must have one Professional Engineer on its staff who is designated "engineer in responsible charge." Exemption of engineers employed by industries and public utilities is based on the fact that these organizations are engaged in product engineering rather than in public engineering; therefore their work does not directly affect the public.

Some states license engineers from all disciplines under the general designation of Professional Engineers, while others license them as professional engineers in a specified discipline. Pennsylvania uses only the general designation, so theoretically a licensed Professional Engineer could work in any engineering discipline. However, the Professional Engineers' code of ethics, as well as public acceptance, prevents engineers from practicing in areas in which they are not competent.

The National Society of Professional Engineers is the nationwide professional organization, and the Pennsylvania Society of Professional Engineers (PSPE) is a member of that organization. There are approximately 35,000 Professional Engineers licensed in Pennsylvania. Of these, approximately 20,000 are Pennsylvania residents. The remaining 15,000 live outside of the state but practice in Pennsylvania. Approximately 5,000 of the 20,000 Professional Engineers residing in Pennsylvania are members of PSPE.

In addition to the professional organization each discipline has its technical society (e.g., American Society of Mechanical Engineers). These also are national organizations with state, local, and/or regional

chapters.

CLIMATE FOR CONTINUING EDUCATION

Because the field of engineering is moving rapidly, engineers must make an effort to remain current; they cannot do their job, and people will not hire them, if they fail to do so. For this reason, Professional Engineers engage in continuing education activities voluntarily, and in fairly large numbers. PSPE encourages its members to participate in continuing education activities, and offers quite an extensive range of programs. The technical societies also have large continuing education programs. Penn State and other institutions of higher education also offer continuing education programs for engineers.

Continuing education programs offered at organizations' meetings or in metropolitan areas appear to be the most successful; a critical mass of Professional Engineers is of course necessary to warrant offering a program. This is also true for courses designed to prepare engineers for the PE examination.

Mining engineering and nuclear engineering are two disciplines with particular implications for continuing education at Penn State. Penn State's resident instruction and research programs in these two fields are unique in the state, and because of this, Penn State represents a center of expertise in terms of faculty and equipment (e.g., the Breazeale Nuclear Reactor Facility is the only research and training reactor in Pennsylvania and New Jersey). Therefore, Penn State is able to offer continuing education programs that utilize these capabilities.

In addition to these factors, nuclear engineering is a relatively new discipline only, a couple of decades old. As such, it is experiencing a wide-spread, rapid growth of information, making continuing education almost essential for anyone working in the field.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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FORESTRY

There is no licensing or certification of professional foresters.

BACKGROUND INFORMATION

Approximately one half of the nation's foresters are government employed. In Pennsylvania, federal foresters are employed at the Allegheny National Forest, the only federal forest in the state. The largest state employer of foresters in Pennsylvania is the Bureau of Forestry. Foresters are employed in the private sector by forest product industries, public utilities, as private consultants, and by various management and engineering firms that identify with natural resource management in some manner.

Nationally, there are about 1,500 to 2,000 forestry graduates a year; 100 of those graduate from Penn State, which has the only accredited four-year and graduate forestry programs in the Commonwealth. Penn State's Mont Alto campus and Williamsport Area Community College offer two-year technical programs in forestry. In recent years 60 to 70 percent of Penn State's graduates have obtained professional employment within one year after graduation, and an additional 10 to 15 percent have pursued advanced degrees.

To work for the Federal Forestry Service, an individual must meet U.S. Civil Service qualification standards. There are three options for meeting the basic requirements for all professional forestry grades.

I. Have a baccalaureate or graduate degree from an accredited college or university with major study in forestry or a closely related subject matter field, or

II. Have at least thirty semester hours of course work from an accredited college or university in any combination of biological, physical or mathematical sciences or engineering, of which at least twenty-four semester hours are in forestry, PLUS supplemental experience and education or four years of education, or

III. Candidates for administration positions must complete the requirements of I. or II. above, or meet the grade requirements for one of the following:

(A) range conservationist
(B) soil scientist
(C) wildlife biologist
(D) geologist
(E) engineer

and have supplemental professional experience gained in a forestry work situation.

There are additional experience and training requirements for higher grades. As the forester advances in levels of responsibility, he or she is expected to participate in continuing professional development as a method of keeping updated.

To work for the Commonwealth as a professional forester, one must meet minimum State Civil Service requirements; there is no fee for application. An applicant must:

1. Be a Pennsylvania resident, of good moral character, and physically capable of performing the duties of the position.

2. Have a bachelor's degree with major course work in forest management from a college or university accredited by the Society of American Foresters. Copies of official college transcripts must be submitted with the application.

3. Possess knowledge of basic disciplines of forest management, the operation of power equipment used in the logging of timber, and road construction and maintenance.

4. Have skill in the use of all standard surveying instruments.

5. Possess the ability to learn new principles and current practices involved in the technical area assigned and establish and maintain good working relationships with work associates and the general public.

An examination is made of the applicant's record of education and experience. The applicant is then rated. Employment lists are established ranking successful applicants in order of their final earned ratings.

Licensing has been debated among foresters. In Pennsylvania, two bills were introduced in the past decade to provide for registration of foresters, but both were unsuccessful. Registration was proposed because it is considered less controlling than licensing.

The controversy surrounding the licensing issue rests mainly in the inability to set specific requirements for forestry because of its diversified functions. Proponents of licensing, who are in the minority, stress that licensing will protect the public from either incompetent foresters or imposters. Opponents of licensing acknowledge this but maintain that the number of individuals this would effect is negligible.

CLIMATE FOR CONTINUING EDUCATION

As the forestry profession continues to specialize, the potential for continuing education increases. Penn State has offered various continuing

education programs, including symposia on genetics, forest hydrology, and reclamation of disturbed lands. A two-week program in Natural Resource Management is offered every year in December at University Park, and is geared towards the development of management skills in the forestry profession. Penn State's Cooperative Extension Service has offered some forestry-related programs, but primarily to a non-professional audience.

Other continuing education opportunities for foresters include regional, two-to-three day meetings produced by the U.S. Forest Service and allied agencies. These meetings are sometimes opened to professionals outside the federal service. Also, the Society of American Foresters coordinates continuing education efforts, but as a rule does not offer educational programs. However, the local and regional chapters of this organization have sponsored seminars and workshops at their conferences and meetings.

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FUNERAL DIRECTION

The Funeral Director Law regulates the licensure of persons engaged in the preparation and disposition of the bodies of deceased persons in Pennsylvania. The State Board of Funeral Directors administers and enforces this Law.

LICENSING INFORMATION

To be licensed as a funeral director, an individual must:

I. Be at least twenty-one years of age and of good moral character.

II. Be a high school graduate.

III. Complete at least two years or sixty hours of college course credits.

IV. Complete at least one year as a student trainee in an approved mortuary school, after which a six hour, comprehensive national written examination must be passed.

V. Complete at least one year as a resident intern working under a registered preceptor in a funeral establishment.

VI. Apply for and pass a written, oral, and practical state examination. Application must include case histories of fifty bodies cared for by the applicant, including all aspects of embalming and working with the bereaved families and the deceased, and a $25 fee.

VII. Pay a $25 licensing fee.

The widow or estate of a deceased funeral director shall receive a restricted license to continue operation of the deceased's establishment.

RELICENSING INFORMATION

Licenses expire February 1 of each even-numbered year, and may be renewed by payment of a $20 fee.

Continuing education requirements: none.

BACKGROUND INFORMATION

The funeral director of today is viewed as a new entity. The family business, passed on from generation to generation, has all but disappeared. Changes have also occurred in the science and technology of funeral directing. Pennsylvania's requirement of sixty college credits for licensure is somewhat unusual, but is designed to meet the needs of the modern funeral director by providing him/her with a general

education.

The sixty credits required for licensure may be in any subject area. However, it is suggested that students interested in becoming funeral directors should concentrate on the sciences, including pathology, physiology, and anatomy; bookkeeping; business law; management; sociology; and psychology.

The student who has completed sixty or more credits may apply for a student traineeship at one of about twenty-five schools in the country. There are two schools of mortuary science in Pennsylvania, one in Pittsburgh and a newly established one in the Bethlehem area. Because of the variation in state laws, a student should attempt to attend school in the state in which he/she wishes to practice whenever possible. Screening for mortuary school is not terribly comprehensive, but usually a 2.4 or 2.5 average and an interview are required. The Board registers all applicants for student traineeships, and there is a $5 annual registration fee.

Upon completion of the student traineeship and passage of the national examination, a student must find his/her own internship. The Board registers interns, for which a $5 annual fee is charged. This phase of training is completed under the supervision of a licensed funeral director in good standing who has registered with the Board to serve as preceptor for one student intern or more, and has completed the required preceptor's course. The internship is to consist of twelve full, continuous months with a minimum of forty hours of experience per week. The state examination given at the conclusion of the internship is 15 percent oral, 15 percent practical, and 70 percent written. Applicants must maintain an average of 70 percent in the three sections of the examination.

There is an extremely high turnover of people working in this field. In the five year period following entrance into a student traineeship, a majority of the people leave the profession. Attrition continues after this period, but at a slower rate. Because of this large turnover, there is always a demand for funeral directors. Supply and demand in the field remain fairly even, however. The high attrition rate is attributed largely to the degree of job dedication, or involvement, that is required of funeral directors. Scheduling is virtually unheard of in this field, since timing of work is totally unpredictable. A funeral director must always be available within twenty to thirty minutes, and is on call at all hours. Attempts are being made to provide funeral directors with some personal time through the use of better scheduling and electronic technology (such as telephone call forwarding). However, time demands will always be great.

The license granted by Pennsylvania is that of "funeral director and embalmer." Such dual licensure is employed to assure that a funeral director is qualified in all aspects of his/her work. The three major thrusts are funeral directing and counseling, care of the deceased, and mortuary management. A funeral director may engage in practice in only one location at a time, but may assist at a branch location of the same business.

The Pennsylvania Funeral Directors Association is a chapter of The National Funeral Directors Association. Both professional associations meet once yearly. In Pennsylvania there are also twelve district associations which meet every two months. In addition to the groups, which are open to all licensed funeral directors, there are several invitational groups. These groups are somewhat political in nature, and members refer out of town work to other members of their organization.

CLIMATE FOR CONTINUING EDUCATION

While continuing education is not required for practitioners at this time, it is described as being "on the horizon." There have been attempts to enforce a periodic education review of licensed practitioners, with thirty hours of continuing education every four years as the recommended requirement. Voluntary continuing education participation is significant, with programs being provided by mortuary schools and the state and national professional associations.

The changing nature of funeral directors (as described earlier) and their interest in both voluntary and mandatory continuing education suggest a need for general educational programs in the biological sciences, psychology and sociology, and business law and management.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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INSURANCE
AGENTS AND BROKERS

Insurance agents and brokers must be licensed by the Pennsylvania Insurance Department to sell insurance in Pennsylvania.

LICENSING INFORMATION

To be licensed as an agent, an individual must:

I. Pass the examination(s) for the line(s) of insurance he/she wishes to handle.

   A. Examinations may be taken in any or all of the following areas:

      1. Life.
      2. Accident and health.
      3. Fire and allied lines.
      4. Casualty and allied lines.

   B. The examination fees are:

      1. One examination--$12.
      2. Two examinations--$16.
      3. Three examinations--$20.
      4. Four examinations--$24.

II. Have the sponsoring insurance company submit a New Agent Application and the individual's examination scores to the Pennsylvania Insurance Department. No fees accompany this application; the insurance company is billed for all fees.

To be licensed as a broker, an individual must:

I. Meet ONE of the following sets of requirements:

   A. Have been continuously licensed in Pennsylvania as a fire and casualty agent for at least two years immediately preceding application, or

   B. Have been continuously licensed in Pennsylvania as a fire and casualty agent for at least one year immediately preceding application and have successfully completed an educational course approved by the Pennsylvania Insurance Department, or

   C. Have been continuously licensed as a broker in another state for two of the three years immediately preceding application, or

   D. Hold the Chartered Property Casualty Underwriters (CPCU) designation.

II. Pass both of the examinations given; a broker's license is not issued for limited authority. A CPCU may waive these examinations.

A. The two examinations given are:

1. Fire, casualty, and allied lines.
2. Life, accident, and health.

B. The examination fees are:

1. One examination--$12.
2. Two examinations--$16.

III. Complete an application for licensing as a broker, including endorsement by two other agents.

RELICENSING INFORMATION

To be relicensed, an agent must pay a $10 fee every two years. Licenses expire as follows:

I. Life, accident, and health--March 31, odd-numbered years.

II. Fire and allied lines--September 30, even-numbered years.

III. Casualty and allied lines--December 31, odd-numbered years.

To be relicensed, a broker must biennially pay a $40 fee if he is licensed as an individual broker, or a $50 fee if licensed in a partnership or corporation. All brokers' licenses expire May 31, odd-numbered years.

Continuing education requirements: none.

BACKGROUND INFORMATION

The insurance agent and broker examinations are all given and scored by Educational Testing Service. They are given at eight locations in Pennsylvania (Allentown, Erie, Harrisburg, Johnstown, Philadelphia, Pittsburgh, Scranton, and Williamsport) on the second and fourth Saturdays of each month, and periodically on Mondays in Harrisburg for those who cannot be tested on Saturdays. A licensed agent must sponsor each applicant for agents examinations. An individual may sell only those lines of insurance for which he/she has passed the examination and been licensed.

The life insurance field is one that may be considered easy to enter, but remaining in it is apparently more difficult; the majority of new agents hired are unable to survive past five years. Because the insurance business is volume-oriented, and volume is in large part a function of the number of agents, some insurance companies may consider easy licensing desirable. Once an individual has been licensed, however, he/she should participate in and receive strong support for further training and education. Some insurance companies are prone to encourage learning, and

and will often pay for courses, books, and/or the individual's time.

The insurance profession is frequently bifurcated, with the life and health industry operating often differently than the fire and casualty fields. Many of the life insurance companies encourage voluntary participation in continuing education, and support programs that recognize self-improvement, education, and accomplishments of insurance agents and brokers. Among these programs are chartered Life Underwriters (CLU), Fellow of Life Management Institute (FLMI), and the Million Dollar Roundtable.

The CLU is sponsored by the American College, a non-resident program located at Bryn Mawr, Pennsylvania and accredited by the North Central Regional Accreditation Association. It is supported by revenues from its programs and sales of course guides, with occasional donations from insurance companies or individuals. To become a CLU, an agent or broker must be twenty-one years of age, have three years of professional insurance experience, and pass a series of ten examinations covering taxes, estate planning, pensions, group insurance, law, economics, finance, and accounting. Preparation for CLU examinations ranges from self study to organized classes offered by insurance companies and universities in metropolitan areas. It generally takes an individual from five to ten years to achieve the CLU designation.

Fire, casualty, and allied lines of insurance are sold according to two distribution systems. Some agencies, especially those specializing in personal insurance, operate according to the agency system used in the life industry. Historically, however, fire, casualty, and allied lines have been characterized by the independent agent, and this type of operation is still dominant in commercial insurance and is seen frequently in personal insurance. An independent agency becomes an asset; the list of customers and other facets of the business belong to the agent or broker (rather than to a company), and can be sold.

The Chartered Property and Casualty Underwriters (CPCU) designation for fire and casualty agents and brokers and management personnel is comparable to the CLU. The requirements, standards, and format for becoming a CPCU parallel those for becoming a CLU.

Insurance agents and brokers tend to specialize in either the life or non-life lines. Some companies that offer all types of insurance expect their personnel to be qualified in all lines, however.

The insurance profession does not have a single professional organization. Different lines and specialties have their own organizations. Pennsylvania is somewhat unique in that it does have a single organization that includes all segments of the profession, the Insurance Federation of Pennsylvania. This is primarily a lobbying and public relations organization, and does not provide educational programs.

Independent agent societies in several states have supported stronger licensing laws, and they have made some gains. There has been talk of requiring college contact courses for licensing.

CLIMATE FOR CONTINUING EDUCATION

There is strong feeling within the Division of Agents and Brokers of the Insurance Department that continuing education is essential for persons working in the insurance profession. They cite the rapidly changing nature of the insurance field, caused by high crime rates, rising costs of living, and changing government regulations, as a major reason for agents and brokers to participate in continuing education programs. Discussions concerning the implementation of mandatory continuing education for relicensure have taken place among insurance agencies, agent associations, industry officials, and members of the commissioner's office. However, at the present time no mechanism exists for maintaining the records necessary to monitor compliance with a mandatory continuing education requirement.

The lack of a continuing education requirement is perceived by some as being responsible, at least in part, for the high turnover rate of insurance professionals cited above. Many insurance companies hire new agents but provide them with little or no training. Hence these individuals do not have the information or the skills necessary to succeed in the profession.

For those agents and brokers who voluntarily participate in continuing education, there are programs available. Some individual insurance companies provide continuing education for their employees, and various professional associations also hold continuing education programs. Penn State has offered a number of programs over the years, and continues to do so.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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INTERIOR DESIGN

There is no legal requirement for licensure or certification of interior designers in Pennsylvania or elsewhere in the country at this time. However, a single, nationally recognized, definitive professional designation is granted by the American Society of Interior Designers (ASID) upon fulfillment of specified requirements that are quite similar in nature to the credentialing requirements for licensure in other professions.

BACKGROUND INFORMATION

ASID offers professional membership and designation to qualified interior designers. It was formed January 1, 1975, by the consolidation of the American Institute of Interior Designers (AID) and the National Society of Interior Designers (NSID). Because of the newness of this consolidation, ASID is still solidifying its programs and standards. There are forty-four chapters of ASID within the United States; two of these are in Pennsylvania, in Pittsburgh and Philadelphia. ASID has over 15,000 members, all of whom met the requirements for the type of membership they hold.

Approximately thirty schools in the United States offer programs accredited by the Foundation for Interior Design Education Research (FIDER). Some of these are design schools, but most are four-year institutions offering a baccalaureate degree. Traditionally interior design programs have been in the land-grant universities, where they were a component of the home economics program. There are no FIDER-accredited programs in Pennsylvania at this time, although several colleges, universities, and art schools offer some interior design courses and/or programs.

For qualification purposes for Professional Membership, Associate Membership, or Student Membership in ASID, a course in interior design at any university, college, or two-or three-year school of interior design will be considered only if the program is accredited by FIDER or is offered in a school accredited by a recognized accrediting body. No form of correspondence instruction will be considered in determining an applicant's qualifications.

Professional Membership may be accorded to an individual who is regularly engaged in the professional practice of interior design and

I. Meets ONE of the following education/experience requirements:

   A. Completes a four or five year degree course at the college level with a major in interior design, and has two or more consecutive years of full-time experience in interior design or an approved design-related field, or

   B. Completes two full years of academic work at the college level and a two- or three-year interior design course in a

school of design, and has two or more consecutive years of full-time experience in interior design or an approved design-related field, or

C. Completes a three-year interior design course, and has three or more consecutive years of full-time experience in interior design or an approved design-related field, or

D. Completes a two-year interior design course, and has four or more consecutive years of full-time experience in the field of interior design or an approved design-related field, or

E. Completes secondary school level education, and eight or more consecutive years of full-time experience in the field of interior design.

II. Passes the Interior Design Qualification Examination. The examination is a combination of objective material, such as the history of interior design, and practical problem solving. The problem solving component involves the preparation of drawings.

III. Pays a filing fee of $15 to apply for membership, and an initial admission fee of $50 when joining.

Once an individual becomes a Professional Member, he/she retains this membership by payment of annual dues of $175. Only Professional Members are permitted to use the ASID appellation.

Associate Membership is reserved for those design graduates who have completed their academic training and are engaged in fulfilling the mandatory work experience required for Professional Membership. Associate members must apply for Professional Membership within one year after completion of the mandatory work experience. At this time they register for and take the Interior Design Qualification Examination.

Student Membership is granted to students who are enrolled at a college, university, or school of design and are pursuing a major course of study in interior design. This membership continues for a period of ninety days following completion of such a course of study.

While an individual can practice interior design without being a member of ASID, those practicing in the field report that there is increasing pressure to obtain this professional designation. ASID membership is viewed by those in the profession and those hiring interior designers as the universal indicator of professional competency.

CLIMATE FOR CONTINUING EDUCATION

Interior designers themselves express a need for continuing education in a number of areas. The two Pennsylvania ASID chapters schedule speakers for their meetings, but offer no real continuing education programs. In

addition to courses in interior design subject matter, courses in business management for interior designers, oral communication, art, and other subjects would be useful.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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LANDSCAPE ARCHITECTURE

The Pennsylvania Landscape Architects' Registration Law is a title act providing for mandatory licensing for use of the term "landscape architect," and mandatory biennial relicensing for same.

LICENSING INFORMATION

To be licensed, an individual must:

I. Be a United States citizen or declare intention to become one.

II. Be twenty-five years of age or older, of good moral character, and not have had application, license, or certificate to practice landscape architecture refused, suspended, or revoked elsewhere in the United States.

III. Meet ONE of the following three sets of requirements:

A. Option 1

1. Have four or more years of experience in landscape architecture work under the supervision of a registered landscape architect or a similarly qualified landscape architect, and

2. Be a graduate of an approved institution or college in either an undergraduate course in landscape architecture of four or more years or a graduate course in landscape architecture of two or more years.

B. Option 2

1. Have seven years of experience in landscape architecture work, four years of which shall have been in teaching and/or graduate study at an approved institution or college and three years of which shall have been active work experience under the supervision of a registered landscape architect or similarly qualified landscape architect, and

2. Be a graduate of an approved institution or college in either an undergraduate course in landscape architecture of four or more years or a graduate course in landscape architecture of two or more years.

C. Option 3

1. Have ten or more years of active experience in landscape architecture work, at least six of which shall have been under the supervision of a registered landscape architect or similarly qualified landscape architect.

IV. Pay an application fee of $75.

V. Pass a five-part, written, national examination.

The board may register and license without examination any applicant who:

I. Is a graduate of an approved institution and has had ten years of active experience, or

II. Has had fifteen years of active experience even though not a graduate of an approved institution.

Licenses issued in other states where the requirements and qualifications are equal to Pennsylvania's standards will be endorsed as being valid in Pennsylvania.

RELICENSING INFORMATION

To maintain licensing, an individual must renew the license biennially by paying a fee of $75.

Continuing education requirements: none.

BACKGROUND INFORMATION

In Pennsylvania students graduating in landscape architecture must work in the discipline for at least four years prior to taking the licensing examination. The facts that only 25 percent of those taking the examination pass it the first time, and many candidates take it several times before passing, indicate that some preparation for the examination may be helpful. However, because landscape architecture is a relatively small discipline, it is difficult to assemble a group of licensure applicants for a preparatory course.

The examination, which has five parts, is a national one. However, each state has the option of including one section of its own design. Frequently this section concerns plant materials, since this information is most likely to vary from state to state.

Penn State graduates forty to forty-five students yearly in its "preprofessional" four-year bachelor of science program in landscape architecture. The accredited five-year program leading to a bachelor of landscape architecture has experienced fluctuating enrollments; four students were graduated in this program in 1978, fourteen in 1979. The University of Pennsylvania, with a graduate program, and Temple University, with a two-year program, are the only other schools in the state offering landscape architecture programs.

The American Society of Landscape Architects, located in Washington, D.C., has approximately 4,000 members. The Pennsylvania-Delaware chapter has 200 to 225 members in five sections: Delaware, Philadelphia, North Central, South Central, and Pittsburgh. Of these, the Pittsburgh section is described as being the most cohesive, regularly meeting group. The annual Pennsylvania-Delaware society meetings attract sixty to eighty

members. There are a total of 500 to 600 licensed practitioners in Pennsylvania.

Nationally, the attitude toward licensing of landscape architects varies. Two states, California and New York, have practice acts. Thirty-six other states, including Pennsylvania, have title acts. In Colorado, sunset legislation has eliminated all licensing, so that anyone may use the landscape architect title and practice the profession.

CLIMATE FOR CONTINUING EDUCATION

As noted earlier, the small number of persons annually preparing for the licensing examination in landscape architecture minimizes the feasibility of conducting preparatory classes or workshops. However, examination results appear to indicate a need for some type of review and preparation. A home study package, including slides and cassette tapes, has been suggested as a possible solution, but none has been developed as yet. A teacher's manual and a student's fact book were recently developed for use in a classroom setting, but their effectiveness has yet to be proven, or even tried on any significant scale.

Other than examination preparation, the need for continuing education for landscape architects is not perceived as being great. The bulk of a landscape architect's work is traditional site planning, an area that has experienced few changes in the past several decades. Landscape architects generally feel that they maintain their skills by using them. If they undertake a job that includes some work with which they do not feel comfortable, they usually prefer hiring a consultant to acquiring the knowledge necessary to do the job themselves.

The areas of landscape architecture cited as having developed in recent years are large scale land planning, visual resource management, and historic preservation. Larger landscape architecture firms often hire younger, more recently educated persons to handle these aspects of their work. There might be potential areas for continuing education; in fact, the Philadelphia section did have one such program. Developed by the University of Pennsylvania, it was a ten-week, once-a-week course that attracted about twenty participants. There has been some talk of Penn State's conducting a similar program in the Pittsburgh area, but no specific steps have been taken.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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LAW

In Pennsylvania, the State Board of Law Examiners is appointed by the Supreme Court of Pennsylvania to enforce the rules and orders relating to registration and admission to the bar. An individual must be admitted to the bar of the Supreme Court of Pennsylvania to regularly practice law within the Commonwealth.

INFORMATION RELATING TO ADMISSION TO THE BAR

To be admitted to the bar of Pennsylvania, an individual must:

I. Receive an undergraduate degree from an accredited college or university, or complete an education that is equivalent to an undergraduate education in the opinion of the Board.

II. Receive an earned Bachelor of Laws or Juris Doctor degree from an accredited law school. The Board may extend these provisions to accept completion of the study of law in a law school outside the geographical area encompassed by the accreditation activities of the American Bar Association.

III. Have no record of prior conduct which, in the opinion of the Board, indicates character and general non-scholastic qualifications incompatible with the standards expected to be observed by members of the bar of Pennsylvania.

IV. Satisfactorily complete the bar examination administered under the authority of the Board. There is a $75 fee charged to take the examination, which is given each February and July.

V. Provide evidence satisfactory to the Board of ONE of the following:

A. Bona fide intention of maintaining an office for the practice of law in Pennsylvania, or

B. Residence in the Commonwealth, or

C. Completion of study of law at an accredited law school within the Commonwealth.

An individual admitted to the bar of another state may be admitted to the Pennsylvania bar if this admission is in a reciprocal state; the applicant presents a certificate from the highest court of that state indicating good standing at the bar there; the applicant has either practiced law in that state for at least five years, been engaged in teaching of law at one or more accredited schools for at least five years, or engaged in a combination of these two activities for at least five years; and the applicant meets items I, II, and III above.

REGISTRATION INFORMATION

An individual must file a registration statement and pay $45 annually to retain active status to practice law in the Commonwealth of Pennsylvania.

Continuing education requirements: none.

BACKGROUND INFORMATION

The Pennsylvania bar examination has two portions. The multistate examination, which is used by a large number of states, is compiled and graded by ETS, with each state determining its own passing score. It is a day-long, multiple choice examination that is considered to be quite difficult. The second, state portion of the examination is prepared by the Board. It is a day-long essay test.

Once an indivdual is admitted to the bar in Pennsylvania, he/she may practice before any court in the Commonwealth. A lawyer admitted to the bar in one state may handle a case in another state on a non-regular basis. In such cases, an attorney of record generally is present and introduces the visiting attorney to the court.

There is some specialization in the legal profession, but traditionally formal recognition of specialty practice has existed only in the areas of patent, copyright, and admiralty law. However, some states have recently adopted procedures for certification of a number of specialties, and legal specialization is viewed as a growing trend. Specialty certification, where it exists, is not a condition for the practice of that specialty, but rather serves as a professional designation. Pennsylvania has no specialty certification at this time.

The Pennsylvania Bar Association is the state professional society for lawyers, with local associations in each county of the Commonwealth. These associations are private entities, but sometimes function in a quasi-public manner. They are often consulted in practical decisions, and their operation is intertwined with the state judiciary system. A substantial majority of lawyers belong to the county associations, and most belong to the state association also. Membership in a county association may reduce the cost of membership in the state association. Some county groups collect state dues with local dues, and thus their members automatically become members of the state organization.

The state and county associations are unrelated to the national American Bar Association (ABA). This lack of a direct relationship between the state and national organizations is due in part to the state and local orientation of law practice. This orientation is changing somewhat, however, as some national law firms are being formed. The Pennsylvania Bar Association does send delegates to ABA.

ABA accredits law schools throughout the country. Regional accrediting groups exist in some parts of the country, and their accreditation may be acceptable for admission to the bar in the states that they serve. The American Association of Law Schools certifies programs,

concerning itself with academic content.

In addition to lawyers, the area of law also includes paralegals and legal administrators. Paralegals represent a fairly new occupational area, and as such are unregulated. A paralegal may do most of the things that a lawyer does, including meeting with clients, doing background research, and putting documents together. Paralegals may not go into court, however, and they assume less responsibility for legal work than do lawyers. In some cases an individual functioning primarily as a legal secretary may be referred to as a paralegal. There is a broad spectrum of training available for individuals wishing to become paralegals, ranging from a four-year program to a program having only a few courses. Paralegals are most frequently hired in larger law firms.

Legal administrators may be lawyers who have moved into management, or they may be persons with no legal background who are hired to handle administrative details. There is no regulation of legal administrators. Private legal administrators are often employed by law firms, while public legal administrators are found in courts.

CLIMATE FOR CONTINUING EDUCATION

Mandatory continuing education for lawyers already exists in several other states, and it is likely to become a requirement for registration in Pennsylvania in the future. Increased complexity of the law and a growing tendency toward legal specialization have heightened the need for continuing legal education. Both state and local bar associations provide continuing education for lawyers in Pennsylvania. While Penn State does offer some courses and programs, such as those on land use and zoning, that are of interest to lawyers, without a law school the University cannot easily provide basic continuing legal education.

Continuing education for paralegals is also needed, and Penn State has a program for them. This program is viewed as a help to legal secretaries who might wish to assume some additional responsibilities in a law office. Other courses could be added to provide more comprehensive paralegal training, however.

Legal administrators might well benefit from some continuing education in the management area.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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LIBRARY SCIENCE

In Pennsylvania, public librarians are certified under the auspices of the State Librarian to implement his/her responsibility to counsel local libraries on minimum standards and to facilitate recognition of qualified persons by the local library boards of the Commonwealth. There are no certification or licensing requirements for academic or special librarians.

Elementary and secondary school librarians are certified by the Department of Education's Division of Teacher Certification as discussed in the "Education" section of this report.

CERTIFICATION INFORMATION

An individual may apply for certification for the following public library positions: professional librarian, provisional librarian, or library assistant. Only the head librarian in each public library is required to be certified. To be certified, an individual must:

I. Make application in accordance with the State Library standards.

II. Pass an examination.

III. Meet the requirements of the designation desired, as described below.

A. To receive a certificate of professional librarian, an applicant must meet ONE of the following requirements:

1. Have a bachelor's degree from an approved or accredited four-year college or university and a fifth-year degree in library science from a school approved by the appropriate Commonwealth agency or accredited by the American Library Association, or

2. As of June 14, 1961, have been employed as head librarian in a Commonwealth public library serving an area of more than 20,000 persons, or in a position classified as requiring a professional librarian.

B. To receive a certificate of provisional librarian, an applicant must meet ONE of the following requirements:

1. Have a bachelor's degree from an approved or accredited four-year college or university and have completed twelve credit hours of library service courses at institutions approved by the appropriate Commonwealth agency or accredited by the American Library Association, or

2. As of June 14, 1961, have been employed as head librarian in a Commonwealth public library serving an area of 10,000 to 19,999 persons, or in a position classified as

requiring a provisional librarian.

C. To receive a certificate of library assistant, an applicant must meet ONE of the following requirements:

1. Have completed two academic years of college education in an approved or accredited institution and have completed nine credit hours of library service courses at institutions approved by the appropriate Commonwealth agency or accredited by the American Library Association, or

2. Have completed two academic years of college education in an approved or accredited institution and have completed one year of in-service training in library work approved by the State Librarian, or

3. As of June 14, 1961, have been employed as head librarian in a Commonwealth public library serving an area of 9,999 persons or less, or in a position classified as requiring a library assistant.

There are no certification fees.

There is no certification by reciprocity of librarians in Pennsylvania. This type of arrangement was investigated and tried, but found to be unsatisfactory due to lack of cooperation from other states.

RECERTIFICATION INFORMATION

There is no recertification of public librarians in Pennsylvania at this time.

Continuing education requirements: none.

BACKGROUND INFORMATION

As noted above, public and school librarians are the only library science professionals required to be certified to practice in Pennsylvania, and there is no recertification. However, there has been a move in other states to recertify public librarians, and this question is being considered in Pennsylvania.

A Master of Library Science degree is commonly required of librarians in academic positions, and often this requirement stipulates that the degree be granted by a school accredited by the American Library Association (ALA). Three schools in Pennsylvania (Clarion State College, Drexel University, and University of Pittsburgh) and approximately seventy in the country have ALA-accredited programs.

Although the MLS is commonly required for librarians in academic institutions, at those institutions where librarians hold faculty status the requirements for promotion and tenure often result in academic librarians pursuing advanced degrees at both master's and doctoral levels,

and often in disciplines other than library science. In addition, engaging in appropriate nondegree credit and noncredit programs is considered highly desirable in gaining promotion and tenure. User instruction programs concentrating on teaching methodology and user instruction program development are areas where academic librarians (and public librarians, too) find an insufficient number of relevant programs available as continuing education activities.

Special librarians working in business and industry are not subject to either certification or any uniformly applied educational standards. Often an employer in these areas will overlook the absence of library degree and seek a person with subject area expertise and some library experience.

The Medical Library Association has a professional certification program for medical librarians. This is a form of recognition, but carries no legal implications.

In addition to the schools offering ALA-accredited programs, there are a number of schools with programs in school librarianship on the baccalaureate level. However, individuals seeking a Master of Library Science degree usually have a bachelor's degree in a subject area rather than in the library field.

In recent years the field of library science has experienced a fairly tight job market. This restricted market, combined with increasing numbers of library school graduates, has led some people in the profession to suggest that library schools be more selective in their admissions policies.

CLIMATE FOR CONTINUING EDUCATION

Although continuing education is not mandatory for librarians, library personnel are interested in continuing education and participate in it on a voluntary basis. As an outgrowth of this interest the State Library, in cooperation with the Pennsylvania Library Association, is developing a plan for coordination of continuing education for librarians and has hired a coordinator to work on this project for one year.

While there is a need for coordination of continuing education, there does not appear to be a strong need for the development of additional continuing education programs in library science per se. Institutions of higher education and the professional library organizations provide the continuing education offerings necessary to meet most of the librarians' needs. Technological changes, principally in computer use, require fresh consideration of the ways in which libraries organize and provide services, while new studies of the process of information transfer suggest related fields for continuirg education.

It was suggested that Penn State could augment the programs already offered, which are primarily in library science, with some continuing education programs addressing information theory, use of computer technology, management and communication skills, planning, teaching skills and user instruction program planning and the learning process. teaching skills for librarians, user instruction program planning, and learning.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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MEDICINE
DOCTOR OF OSTEOPATHY

The State Board of Osteopathic Medical Examiners licenses physicians to practice osteopathic medicine and surgery. It is unlawful for any person to practice osteopathic medicine or assume the title of Doctor of Osteopathic Medicine and Surgeon (D.O.) in Pennsylvania unless he/she is licensed by this Board.

LICENSING INFORMATION

In addition to an unrestricted license for the practice of osteopathic medicine and surgery, the Board may grant a temporary license for a graduate of an osteopathic medical college for twelve months. This license confers the right to participate in approved graduate osteopathic or medical training within the complex of the hospital to which he is assigned.

To obtain a license without restriction, an individual must:

I. Submit evidence that he/she is of good moral character and not addicted to habit-forming drugs.

II. Be a graduate of an osteopathic medical college that is accredited by the American Osteopathic Association (AOA).

III. Complete an AOA or AMA approved one-year internship or first year residency.

IV. Pay an examination fee of $125.

V. Pass both a written and practical examination.

VI. Pay a registration fee of $75.

Licensure by endorsement is given at the discretion of the Board.

RELICENSING INFORMATION

To remain licensed, an individual must register biennially, paying a fee of $75.

In order to practice osteopathic medicine in Pennsylvania a physician must carry malpractice insurance. Malpractice Insurance companies are required to show evidence of risk management programs, under regulations of the State Insurance Department. An acceptable form of risk management for a D.O. is to participate in 150 credit hours of continuing medical education (CME) per three year period. Because of this requirement, although continuing education is not a legal requirement for relicensure, it is a practical requirement for all D.O.s.

BACKGROUND INFORMATION

The requirements for practice of osteopathic medicine are quite similar to those for allopathic medicine, with the exception that legislation regulating osteopaths includes provisions for osteopathic manipulation therapy. D.O.s and M.D.s otherwise perform the same or very similar functions.

The AOA is the national professional organization for D.O.s, and The Pennsylvania Osteopathic Medical Association is the state chapter. To qualify for membership or either of these organizations, a D.O. must meet the CME requirement described above. The AOA maintains records of members' CME participation. For a hospital to receive AOA approval (for physician training), all physicians on the staff must belong to the state and national professional organizations, so in this way too they are required to participate in CME.

There are an estimated 2,000 D.O.s practicing in the Commonwealth. Pennsylvania has only one osteopathic college, the Philadelphia College of Osteopathic Medicine. Seventeen hospitals in the state have AOA approval.

A D.O. may apply for training and certification in special departments of osteopathic medicine. D.O.s must be registered by the State Board of Osteopathic Medical Examiners while they are participating in a specialty training program, which may be in either an osteopathic or an allopathic hospital. A D.O. need not be licensed during the first and second years of specialty training, but must be a licensed physician upon entering the third year. D.O.s are certified in their specialty area by the AMA or the AOA, but not by the state. Both the AMA and the AOA have specialty certifying boards that give examinations and see that other qualifications for specialization are met. Some of the specialty areas have CME requirements for continued certification in excess of those required for AOA membership.

CLIMATE FOR CONTINUING EDUCATION

Although CME is not a legal requirement for the practice of osteopathic medicine, in practice CME participation is almost essential. CME programs offered by the AMA are often AOA-approved also. However, CME Category 1-A, which includes formal educational programs, stipulates that at least half of the faculty of such programs must be osteopathic physicians or members of osteopathic college faculties or staffs, or staff members of AOA-approved teaching hospitals. Thus it is difficult for any but an osteopathic institution to offer Category 1 formal CME programs for D.O.s. AMA-approved programs can be used by D.O.s to meet requirements beyond the sixty Category one credit hours, however.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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MEDICINE
MEDICAL DOCTORS

The State Board of Medical Education and Licensure, under the Medical Practice Act of 1974, licenses physicians to practice medicine and surgery in the Commonwealth of Pennsylvania. It is unlawful for any person to practice medicine or assume the title of Doctor of Medicine (M.D.) in Pennsylvania unless he/she is licensed by this Board.

LICENSING INFORMATION

To obtain a license without restriction, an individual must:

I. Be of legal age, good moral character, and not addicted to the intemperate use of alcohol or the habitual use of narcotics or other habit-forming drugs.

II. Be a graduate of an accredited medical college. If a graduate of a foreign medical school (except those in Canada), the licensure applicant must also present evidence of certification by the Educational Council for Foreign Medical Graduates, and complete one year of approved graduate medical education.

III. Attach an affidavit or affirmation of the applicant as to the verity of the application.

IV. Pay a fee of $150.

V. Pass an examination.

Licensing by reciprocity may be established at the discretion of the Board. However, no reciprocal agreements are covered or endorsed in the Medical Practice Act.

In addition to an unrestricted license for the practice of medicine and surgery the Board may grant a temporary license for a medical school graduate, which is valid for twelve consecutive months and confers the right to participate in approved graduate medical training; a limited license, granted to a graduate of a foreign medical school, for the purposes of teaching and/or practicing medicine and surgery in a medical college; a license for midwifery; or certification for physician assistants.

RELICENSING INFORMATION

To remain licensed, an individual must register biennially, paying a fee of $75.

In order to practice medicine in Pennsylvania, a physician must carry malpractice insurance. Malpractice insurance companies are

required to show evidence of risk management programs, under regulation of the State Insurance Department. An acceptable form of risk management is for an M.D. to participate in 150 credit hours of continuing medical education (CME) per three year period, with a minimum of sixty of these hours being obtained under Category I. Because of this requirement, although continuing education is not a legal reqirement for relicensure, it is a practical requirement for all M.D.s.

BACKGROUND INFORMATION

The American Medical Association (AMA) is the national professional association for M.D.s. The Pennsylvania Medical Society (PMS), with approximately 16,000 members, is the state organization. To qualify for membership in PMS, or to obtain the AMA's Physician's Recognition Award (PRA), a physician must meet the CME requirements described above.

An M.D. may specialize in a particular field of medicine. Specialty certification is granted by independent specialty boards which establish requirements and give examinations for certification. Board certification is a professional designation that is unrelated to an M.D.'s license to practice. Specialty societies may specify the type and amount of CME required for membership, but at this time only the American Academy of Family Practice has requirements that differ from those for AMA's PRA.

CLIMATE FOR CONTINUING EDUCATION

Although CME is not a legal requirement for the practice of medicine in Pennsylvania, in practice CME is almost essential.

Some CME is offered by PMS, but most of the CME in Pennsylvania is provided by community hospitals and medical schools. The AMA and PMS offer approval for CME activities.

The CME requirements established by the AMA, and used for PMS membership and PRA qualification, include 150 credit hours every three years, distributed among the various categories as follows:

Category		Credit Hour Limit
I	CME activities with accredited sponsorship (60 hours minimum)	no limit
II	CME activities with non-accredited sponsorship	45
III	Medical teaching	45
IV	Papers, publications, books, exhibits	40
V	Non-supervised CME individual CME activities	45
	5(a): Self instruction (22 credit hours)	
	5(b): Consultation (22 credit hours)	
	5(c): Patient care review (22 credit hours)	
	5(d): Self-assessment (22 credit hours)	
VI	Other meritorious learning experiences	45

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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MEDICINE
MEDICAL TECHNOLOGY

There is no licensing of medical technologists in Pennsylvania. However, certification that exists on a voluntary basis through four national registries is regarded as a criterion for employment.

BACKGROUND INFORMATION

Licensing of medical technologists exists in some states, and there has been talk of licensing in Pennsylvania, but no action has evolved. Proponents of licensing suggest that there is a need for legal definition of medical technologists, and that a law supported by medical technologists would place the responsibility for the practitioner's competence on the licensing board and the practitioner rather than on the laboratory supervisor or director. However, the profession's lack of common certification and subsequent lack of unification weakens the power of medical technologists to push for licensure.

Where licensing does not exist, an individual may fill a medical technologist position without meeting any mandatory requirements other than those set by his or her employer. Many hospitals and clinical laboratories do require certification for employment. In hospitals participating in the Medicare Program, evidence that employees meet certain standards of competency must be given for the hospital to be reimbursed for Medicare services. Those medical technologists who are neither certified nor have formal education in medical technology but have had years of experience and training in a medical laboratory may apply for the HEW Proficiency Examination for Medicare/Medicaid Reimbursement of Institutions. This examination was developed to be used as a measure of competency of those individuals working as medical technologists without formal education in the field. Primarily, this was developed to aid people trained in the military service and was an outgrowth of the Medicare legislation as a means to meet employee competency requirements.

There are four national registries for medical technologists. Standards of achievement and function in medical technology have not been nationally formalized or coordinated by any government agency. An individual chooses the registry by which he wants to be certified, and maintains his registration there.

Each registry has several functions, including the design and administration of its own certification examination and the maintenance of a registry of those individuals certified by the agency. Each registry provides a list of medical technologists who have met certain standards of career entry-level competency generally recognized by practitioners in the field.

There is a current practice for some employers to require certification by a specific registry. This practice is considered discriminatory by medical technologists.

The four national certification agencies and their requirements for certification and registration are:

I. American Society of Clinical Pathologists (ASCP)

To be certified, an individual must meet the following requirements:

A. Have a baccalaureate degree from an accredited college or university including specific credit hours in the sciences and mathematics.

B. Meet ONE of the following options:

1. Complete a twelve month accredited medical technology program, or

2. Be certified as a medical laboratory technician, and have three years of laboratory experience, or

3. Be certified as a laboratory assistant, and have four years of laboratory experience, or

4. Have five years of laboratory experience as specified by ASCP.

C. Pass the ASCP certification examination.

D. Pay a fee of $50.

Re-registration: An individual annually pays a fee of $10.

II. American Medical Technologists (AMT)

To be certified, an individual must meet the following requirements:

A. Meet ONE of the following options:

1. Hold a baccalaureate degree in medical technology or with a major in one of the biological sciences from an accredited college or university, and have one year of approved laboratory experience, or

2. Complete ninety semester hours in an accredited college including specific credit hours in the sciences and mathematics, and have one year of approved laboratory experience, or

3. Be registered as a medical technician, and have three years of approved laboratory experience.

4. Pass the HEW Proficiency Examination.

B. Pass the AMT certification examination.

C. Pay a fee of $50.

Re-registration: An individual annually pays a fee of $40.

III. National Certification Agency for Medical Laboratory Personnel (NCAMLP)

To be certified, an individual must meet the following requirements:

A. Meet ONE of the following options:

1. Hold a baccalaureate degree from a clinical laboratory science program at an accredited college or university, or

2. Hold a baccalaureate degree which includes thirty-six semester hours in the biological and physical sciences, and complete a clinical laboratory program recognized by a government agency, or

3. Hold a baccalaureate degree which includes thirty-six semester hours in the biological and physical sciences, and have two years of approved laboratory experience, or

4. Complete sixty hours of college work including thirty-six semester hours in the biological and physical sciences, and have ten years of approved laboratory experience.

B. Pass the NCAMLP certification examination.

C. Pay a fee of $38.

Re-registration: Registration is valid for four years. Re-registration requirements have not been developed.

IV. International Society for Clinical Laboratory Technology (ISCLT).

To be certified, an individual must meet the following requirements:

A. Meet ONE of the following options:

1. Hold a baccalaureate degree from an accredited college or university with a major in a biological or physical science, and have one year of approved laboratory experience, or

2. Be a registered laboratory technician with five years of approved experience and meet continuing education requirements, or

3. Pass the HEW Proficiency Exam.

B. Pass the ISCLT certification examination. Those individuals who pass the HEW Proficiency Examination are not required to sit for the ISCLT examination.

C. Pay a fee of $40.

Re-registration: An individual annually pays a fee of $40.

Categorical certification exists in the field of medical technology. These categories include cytotechnology, technologist in chemistry, hematology, microbiology, and nuclear medicine. Category certification is provided by the American Society of Clinical Pathologists and independent certifying agencies in each category. Specialist certification exists for post-baccalaureate study.

The HEW Proficiency Examination for medical technologists is not a means of certification but is required of medical technologists desiring to work in independent laboratories which provide Medicare services. Medical Technologists working in hospitals are increasingly taking the HEW examination as employers are requiring it for employment.

To qualify for the HEW Proficiency Examination an individual must be a high school graduate and have four years of any combination of laboratory experience, training, and/or education in medical technology. There is no fee. The examination is given through the State Public Health Department on an annual basis. There are four sections which must be passed in one sitting. An individual may retake the examination as many times as needed. This year 1,135 people sat for the examination in Pennsylvania. The examination is considered fairly difficult, with a passing rate of 50 to 60 percent.

CLIMATE FOR CONTINUING EDUCATION

Continuing education is "pushed to the hilt" by the state and national societies. The Pennsylvania Society for Medical Technology, the state chapter of the Society for Medical Technology, sponsors workshops in the spring, and the local chapters offer ongoing programs. The national conventions have workshops a full week ahead of their annual program, and semi-annual workshops are offered by ASMT.

Other than continuing education for updating purposes, there are many refresher or preparatory courses offered through the educational services of the national certifying agencies. Several community colleges around the Philadelphia area, as well as the certifying agencies, offer refresher courses for the HEW Proficiency Examination. These appear to be quite popular since individuals see this as being a less expensive alternative to taking a college course.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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MEDICINE
OCCUPATIONAL THERAPY

There is no licensure of occupational therapists in Pennsylvania. However, voluntary national certification and registration is provided by the American Occupational Therapy Association (AOTA).

CERTIFICATION INFORMATION

To be certified as an Occupational Therapist (OTR), an individual must:

I. Meet ONE of the following options:

A. Have a baccaluaureate degree in occupational therapy from a program accredited by both AOTA and the American Medical Association, or

B. Have a baccalaureate degree in a related field, plus a master's degree in occupational therapy, or

C. Be a Certified Occupational Therapist Assistant with at least four years of experience in occupational therapy, and be approved by the AOTA Career Mobility Review Committee.

Complete a six-month supervised internship in occupational therapy at an established student training center approved by the school or the Career Mobility Review Committee. After completing the internship, the individual is rated on a national evaluation instrument for assessment purposes.

III. Pass an examination. The examination fee is $75, and the examination is offered twice a year. The passing rate is considered to be high.

IV. Pay a certification fee of $60. When an individual meets all the certification requirements, he/she automatically becomes registered.

RECERTIFICATION INFORMATION

An individual must pay an annual renewal fee of $60.

Continuing education requirements: none.

AOTA has proposed that a written examination every five years and/or continuing education on an annual basis be required for recertification. However, this suggestion has not been implemented.

BACKGROUND INFORMATION

Licensure for the practice of occupational therapy is required in fourteen states and pending in several others. Although the majority of occupational therapists are registered, AOTA feels that many unqualified people are practicing occupational therapy, creating a need for greater control over practitioners. Action has been taken to develop licensing legislation in Pennsylvania, but the issue is currently at a standstill.

CLIMATE FOR CONTINUING EDUCATION

Continuing education is offered on a large scale through AOTA on both national and state levels. In Pennsylvania, continuing education is also offered at the three schools which have accredited occupational therapy programs: The University of Pennsylvania, Temple University, and Elizabethtown College. There is active participation in the programs.

It appears that there are not enough degree programs for training occupational therapists, for there is a high vacancy rate in occupational therapy positions. The situation in the state may become more acute since the University of Pennsylvania is phasing out its program. Two of the reasons for the lack of occupational therapy programs is the shortage of qualified faculty and the difficulty in getting funding to initiate programs.

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MEDICINE
PHYSICAL THERAPY

Pennsylvania has mandatory licensure for the practice of physical therapy. The Pennsylvania Physical Therapy Practice Board is the licensing body.

LICENSING INFORMATION

To be licensed to practice physical therapy in Pennsylvania, an individual must:

I. Meet ONE of the following education requirements:

A. Have a baccalaureate degree in science or physical therapy, or

B. Have a baccalaureate degree in a science field and a master's degree in physical therapy, or

C. Have a baccalaureate degree in a science field and a certificate in physical therapy indicating com: pletion of a twelve-month program of graduate study in physical therapy.

II. Pay a fee of $35.

III. Obtain a score of 75 percent or better on the physical therapy licensing examination. The examination, prepared by Professional Service Examinations, is a two-day state written test given each May or June and October.

Pennsylvania grants licenses by reciprocity to individuals licensed by all other states except New York, California, and New Mexico.

RELICENSING INFORMATION

Licenses are renewed annually by payment of a $10 fee.

Continuing education requirements: none at this time.

BACKGROUND INFORMATION

There are 1,500 to 2,200 licensed physical therapists in Pennsylvania. The State Physical Therapy Practice Board surveys physical therapy practice in the Commonwealth, checking for practice by non-licensed individuals and investigating reports of malpractice.

The physical therapy departments of most institutions expect their staff members to belong to the Pennsylvania Physical Therapy Association and its parent organization, the American Physical Therapy Association (APTA). The national organization exerts a strong influence on the

profession, to the extent of effecting state licensure requirements through their APTA guidelines. The Pennsylvania organization is divided into six districts.

Requirements for licensure and relicensure of physical therapists are likely to undergo some slow changes. The American Physical Therapy Association is suggesting that a prescribed number of continuing education units be added as a requirement for relicensure, and Pennsylvania is expected to adopt that requirement within the next few years. Within a decade, a master's degree may be added as a requirement for licensure.

There are physical therapy specialty areas in almost all fields of medicine--pediatrics, burns, orthopedics, cardiology, etc. Specialization in any of these areas requires additional continuing education, but no additional certification. The Pennsylvania Bureau of Vocational Rehabilitation requires that physical therapists working with amputees have post-graduate training in prosthetics.

CLIMATE FOR CONTINUING EDUCATION

Pennsylvania offers a substantial amount of continuing education for physical therapists, but since it is voluntary many physical therapists do not participate. If continuing education is mandated for relicensure as expected, enrollment will increase substantially. Most continuing education is provided by the Pennsylvania Physical Therapy Association and by the local districts, although the University of Pittsburgh, Temple University, and hospital therapy departments within each district offer some programs.

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MEDICINE
PHYSICIAN ASSISTANT

Under Act 79, amending the Medical Practice Act of 1974, the State Board of Medical Education and Licensure certifies and controls the practice of physician assistants (PAs) in Pennsylvania.

CERTIFICATION INFORMATION

To be certified as a PA, an individual must:

I. Be of good character and reputation.

II. Have been graduated from a program for training and education of PAs that is accredited by the American Medical Association's Committee on Allied Health Education and Accreditation.

III. Pass the national certifying examination developed and given by the National Commission on Certification of Physician Assistants (NCCPA). A fee is charged to sit for the examination; it varies yearly, and is $200 for 1979.

IV. Pay a $10 application fee.

Individuals of good character and reputation with a high-school diploma who have worked as PAs, meeting clinical experience requirements specified by the NCCPA, may be given permission to sit for the examination prior to January 1, 1981. They may be granted certification upon passage of the examination.

A PA must be supervised by a registered supervisory physician. The supervising physician must register as such with the State Board of Medical Education and Licensure, paying a $25 registration fee. A physician may supervise no more than two PAs.

A similar program for certification of PAs exists under the Pennsylvania Osteopathic Medical Practice Act. The State Board of Osteopathic Medical Examiners certifies PAs, also recognizing the NCCPA examination as the accepted proficiency measure.

RECERTIFICATION INFORMATION

PAs must renew certification biennially. To renew certification, an individual must:

I. Maintain national certification by the NCCPA, which requires 100 hours of continuing medical education (CME) biennially. A minimum of forty of those hours

must be earned in Category I. The remaining sixty hours may be taken from Category II or a combination of Category I and Category II experiences. The American Academy of Physician Assistants maintains a record of CME hours for all PAs certified by the NCCPA.

II. Pay a biennial renewal fee of $10.

BACKGROUND INFORMATION

PAs are members of a new category of health manpower that has developed during the past decade. The concept for this profession came from ex-military corpsmen who wanted to put their experience to use in civilian settings. While PAs do not see their role as overlapping with that of nurses, they recognize a number of similarities between the functions of PAs and nurse practitioners.

Forty-five states have enacted legislation regarding the utilization of PAs. While Pennsylvania has regulatory legislation, as described above, legislation prescribing the functions a PA may perform has not been passed in Pennsylvania. A major impediment to this type of legislation has been the question of whether PAs should have prescribing rights.

The American Academy of Physician Assistants has about 6,000 members, and the Pennsylvania Society approximately 250. There are believed to be 7,000 to 8,000 practicing PAs in the country. The profession is growing rapidly, with 1,500 people graduating from PA programs annually. The program at Hershey Medical Center is now graduating approximately forty PAs each year. Employment of PAs within their field is 90 percent or higher.

There has been some movement toward specialization of PAs, especially in the surgical area. However, with only small numbers of people interested in such specialization, the costs of establishing and offering the additional educational and certification programs is almost prohibitive. Such specialization may be more practical in the future, when larger numbers of PAs may be candidates for specialty programs.

CLIMATE FOR CONTINUING EDUCATION

Most of the AMA-approved Category I CME programs for physicians are open to PAs. The American Academy of Physician Assistants also conducts CME programs. Hahnemann Medical College and Hospital and Geisinger Medical Center conduct quite a few CME programs specifically for PAs.

As the number of PAs increases, the need for CME programs for them will grow. Suggested CME topics include role development for PAs, a preparation course for the certifying examination, and discussion forums or panels tailored to the professional needs of PAs.

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MEDICINE
RADIOLOGIC TECHNOLOGY

Radiologic technologists are registered nationally by the American Registry of Radiologic Technologists (ARRT). There is no certification, licensure, or registration of radiologic technologists in Pennsylvania.

REGISTRATION INFORMATION

To become a registered radiologic technologist, an individual must:

I. Complete ONE of the following educational programs:

A. A two-year, hospital-based radiologic technology program approved by the Joint Review Committee of the American Medical Association, including a minimum of 2,400 clinical hours and 410 academic hours, or

B. A college-based associate degree program, or

C. A baccalaureate degree program with a major in radiologic technology, which might include a minor in education or business administration for the person wishing to go into the education or management of radiologic technologists.

II. Pass an examination administered by the American Registry of Radiological Technologists (ARRT).

A. A fee of $25 is charged to take the examination.

B. The examination is given in the spring and fall of each year. In 1981 a thrice-yearly schedule will be adopted.

C. The examination consists of 200 questions covering specified information areas. It is presently being and expanded to include 250 questions in 1980.

D. Passing scores have been determined on the basis of a normal curve, allowing for a specified percentage of failures. However, a uniform passing score has now been established.

E. The examination may be taken three times. If an individual fails it all three times, he/she must obtain additional education before retaking it again.

Radiologic technologists may specialize in diagnostic radiology, nuclear medicine, or radiation therapy. The above-described registration qualifies an individual to work in diagnostic radiology as a radiologic technologist radiographer (R.T.R.). An additional

year of training is necessary for specialization as either a radiologic technologist in nuclear medicine (R.T.N.M.) or a radiation therapy technologist (R.T.T.).

RE-REGISTRATION INFORMATION

Registration is renewed annually by payment of a $4 fee.

Continuing education requirements: none.

BACKGROUND INFORMATION

Several other states license radiologic technologists, but Pennsylvania has no regulation of persons wishing to practice any form of radiologic technology. While hospitals generally require that staff members in this field be registered radiologic technologists, physicians, chiropractors, and dentists in private practices can and do hire individuals with limited or no training to perform radiological technology functions.

There are approximately 120,000 radiologic technologists registered nationally, and 6,000 in Pennsylvania. The supply of radiologic technologists appears to be in good proportion to the demand, although positions are not always available in all geographic locations.

There is some indication that more education may be required for registered radiologic technologists in the future, including a master's degree. Some schools currently offer nine-month radiologic technology programs, but since these programs are not AMA-approved, persons completing the programs are not eligible for registration.

CLIMATE FOR CONTINUING EDUCATION

Radiologic technologists express both a need and an interest in continuing education. The American Society of Radiologic Technologists, the national professional organization, has worked in cooperation with ARRT to set up an Evidence of Continuing Education (ECE) program. For a $21 fee, radiologic technologists may join and have a record of their continuing education participation maintained. Although continuing education is voluntary at this time, the American Society of Radiologic Technologists and ARRT encourage ECE members to participate in 100 continuing education hours every three years. Continuing education is expected to become mandatory for maintenance of registration in about five years.

The Pennsylvania Society of Radiologic Technologists holds an annual convention at which continuing education programs are offered. The several district chapters within the Commonwealth have monthly meetings (except during the summer) which are educational in nature and for which ECE points are usually given.

Radiologic technologists also express a need for general academic, credit continuing education courses that might be applied to a degree program. People in this field sometimes feel uncomfortable with the

educational gap that exists between them and other medical professionals; more general continuing education might help alleviate this problem and enable radiologic technologists to gain an appreciation of what their colleagues in related fields are doing.

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MEDICINE
RESPIRATORY THERAPY

Pennsylvania has no licensure, certification, or registration of respiratory therapists. However, there is credentialing by the National Board for Respiratory Therapy on a nationwide basis.

CREDENTIALING INFORMATION

There are two levels of credentialing, certified and registered respiratory therapists. To be credentialed, an individual must:

I. Meet the appropriate education or experience requirements.

A. To become a certified respiratory therapist, an individual must complete a one-year approved educational program beyond high school.

B. To become a registered respiratory therapist, an individual must meet ONE of the following requirements:

1. Complete a college-based associate in science or baccalaureate degree in respiratory therapy, or

2. Complete an associate or baccalaureate degree in a science-related field, and an intensive training program in respiratory therapy, or

3. Have five years of experience as a certified respiratory therapist and complete thirty college credits.

II. Have one year of experience working as a respiratory therapist.

III. Pay an examination fee.

IV. Pass the appropriate examination, which is administered by Educational Testing Service.

A. The certification examination is three hours in length.

B. The registration examination has two parts. The first part is similar to the certification examination, and must be passed before taking the second part, which is a clinical simulation.

RE-CREDENTIALING INFORMATION

To maintain credentialing, an individual must:

I. Be actively engaged in the practice of respiratory therapy.

II. Pay a $6 fee annually.

Continuing Education requirements: none.

BACKGROUND INFORMATION

There are approximately 5,500 registered and 11,000 certified respiratory therapists in the United States, and twice that many individuals practicing respiratory therapy. In Pennsylvania approximately 1,000 people practice respiratory therapy.

Respiratory therapy is a relatively new allied health field. It originated in the late 1950s, when twelve months of on-the-job training under a supervisor constituted a training program. In 1970, completion of an eighteen-month educational program became the requirement for registration. Currently about 300 schools in the country offer programs approved by the Joint Review Committee for Respiratory Therapy Education. The demand for respiratory therapists far exceeds the supply of credentialed professionals; hence many individuals who are not credentialed are hired to work as respiratory therapists.

State licensure of respiratory therapists is frequently discussed, as are certification and registration. State registration of respiratory therapists based upon the existing credentialing standards is viewed by some as a desirable form of regulation for Pennsylvania. Without any such regulation, determining third party payment is a problem. Only one state, Arkansas, licenses respiratory therapists at this time.

The American Association for Respiratory Therapy (AART) is the national professional organization, and it has a state and three regional district chapters in the Commonwealth. The districts are: Delaware Valley, Western Pennsylvania, and Central Pennsylvania.

Some changes are expected to take place regarding the credentialing and practice of respiratory therapists. A baccalaureate degree may be required for credentialing in the future. State regulation of some type may be prompted by third party payers, if not by the profession itself. Continuing education may be required to maintain credentials, being tied in to the yearly renewal.

CLIMATE FOR CONTINUING EDUCATION

Since at least 50 percent of those practicing respiratory therapy have had no formal education in the field, continuing education is considered important for them. Changes in the field also make continuing education desirable for all practitioners, regardless of their initial training. AART has recently developed PROCEED to approve programs for continuing education unit credit. This procedure is somewhat complex, but will become important if continuing education is mandated for re-certification. It has been suggested that Penn State could serve respiratory therapists by establishing a working relationship with AART and understanding and implementing the provisions of PROCEED.

AART provides some continuing education for its members, and several

colleges in the state also offer programs. However, the need for continuing education is increasing.

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MUNICIPAL GOVERNMENT MANAGEMENT

There is no licensure or certification of municipal managers in Pennsylvania. However, a municipality must meet specified operational criteria if its manager is to join the International City Management Association (ICMA) and the Association of Pennsylvania Municipal Managers (APMM), the professional organizations for local government managers.

BACKGROUND INFORMATION

Anyone can be a local government manager in Pennsylvania, as in all other states. Georgia is the only state to attempt to introduce certification of municipal managers, and at this time their certification is a voluntary program. Regulation of municipal managers is not generally sought by practitioners or by their professional associations.

Because of this lack of regulation, the backgrounds, education, and experiences of municipal managers vary widely. In many Pennsylvania boroughs and townships managers are not professionally trained, but are simply people who have agreed to serve in a managerial capacity. However, other managers have substantial amounts of relevant education and experience. Members of this latter group consider themselves to be professionals in the field of municipal management, and as such are concerned with professional organizations and education.

Each municipality sets its own standards for the education and experience of the manager it will employ. Municipalities may seek managers with a baccalaureate degree in fields such as engineering, political science, business administration, or public administration; or a master's of public administration. Experience is frequently considered desirable also, and may be obtained by working as an assistant manager; manager of a small local government unit; or as a financial, personnel, or other officer in a local government operation.

ICMA and APMM provide continuing education, a forum for discussion, and information dissemination for their members. The structure of the governmental body managed and the criteria of the manager's position, rather than the qualifications of the manager, make an individual eligible for membership. A manager wishing to join either ICMA or APMM must occupy either a council-manager position or a general management position, as determined by an evaluation conducted by APMM. This determination is based upon review of a number of factors including appointment to the position, budget responsibilities of the position, organizational relationship between the manager's position and other departments, and appointing authority of the manager. It should also be noted that municipal managers must be appointed, not elected.

Approximately 185 municipalities in Pennsylvania are currently recognized by APMM as meeting the standards discussed above, and this number is growing as more management positions are developed and recognized each year. APMM evaluates approximately fifteen

municipalities for initial recognition yearly. It is estimated that Pennsylvania has about 205 municipal managers (some of them in municipalities not yet recognized by APMM) at this time, which is among the highest numbers in the country. About 900 municipal management positions are expected to open up in New York within the next few years as a result of new legislation there.

APMM has an annual three day conference, held in the city of the current president. This is basically a continuing education program. Forty to fifty members attend these meetings. APMM also reaches the managers of boroughs and townships at their association meetings. All work of APMM is accomplished through volunteer effort.

Once APMM has recognized a municipality, ICMA will also accept its manager as a member. ICMA has annual educational meetings, and has also supported an Academy program. Membership in the Academy, developed to recognize professional training, is open to all ICMA members. Each member develops a five year educational plan, and becomes a fellow of the Academy upon completion of that plan. To date only about 220 managers have joined the Academy, so consideration is being given to modifying the program.

CLIMATE FOR CONTINUING EDUCATION

APMM and ICMA provide continuing education for their members at conferences, and APMM also cooperates with the Department of Community Affairs and the University of Pittsburgh to provide several courses each year as a Municipal Managers Training Program. Penn State provided the annual conference program a few years ago when the conference was held in State College, and APMM has received requests for future programs similar to that one. APMM exhibits a strong interest in continuing education for its members.

Managers of many boroughs and townships belong to the municipal class association rather than to APMM. With this proliferation of associations, development of continuing education programs for managers might best be accomplished in conjunction with the managers professional associations.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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NURSING
CERTIFIED REGISTERED NURSE ANESTHETIST

There is no mandatory certification or licensure of nurse anesthetists in Pennsylvania. However, according to the Rules and Regulations of the State Board of Nurse Examiners for Registered Nurses (R.N.s), an R.N. can only administer anesthesia provided he or she is a Certified Registered Nurse Anesthetist (C.R.N.A.). This certification is national and is provided by the American Association of Nurse Anesthetists (AANA).

CERTIFICATION INFORMATION

To be certified as a C.R.N.A., an individual must:

I. Graduate from an approved school of nurse anesthesia.

II. Pay an examination fee of $125.

III. Successfully complete the certification examination. This examination consists of 250 multiple choice questions. It may be retaken as many times as the individual desires, but only one retake is allowed without repaying the $125 fee and reapplying for certification.

Certification is valid for two years.

RECERTIFICATION INFORMATION

To be recertified as a C.R.N.A., an individual must:

I. Be currently licensed as an R.N.

II. Be currently employed in the field of anesthesiology as an administrator, practitioner, or educator.

III. Have initial certification as a C.R.N.A.

IV. Provide evidence of participation in forty hours of approved continuing education within the past two years.

V. Pay a fee of $15.

Recertification is valid for two years.

BACKGROUND INFORMATION

Nurse anesthetists are responsible for the anesthetic management and care of the conscious and unconconscious patient. This care is most frequently given in the operating room or obstetrical unit. Sometimes the nurse anesthetist is called upon to help cardiac and respiratory arrest patients in the hospital as well as those who arrive in the emergency room. While most nurse anesthetists are directly employed by

hospitals, some nurse anesthetists contract their services to hospitals on a freelance basis. Dentists may also employ nurse anesthetists.

There are approximately thirty AANA approved programs of nurse anesthesia in Pennsylvania. These programs can be certificate, baccalaureate, or master's degree programs. The average length of the programs is twenty four months.

There are approximately 1800 C.R.N.A.s in Pennsylvania.

CLIMATE FOR CONTINUING EDUCATION

The Pennsylvania Association of Nurse Anesthetists (PANA), the state chapter of AANA, is divided into seven districts. Both the local and state chapters offer continuing education programs. However, there has been some indication that it is difficult for some C.R.N.A.s to attend the local programs, which are usually evening meetings, due to the distance that must be traveled. PANA holds an annual meeting which is primarily educational. The national conference of AANA also offers continuing education programs as well as periodic workshops in I.C.A.R.E. and biophysics.

The significant amount of continuing education appears to be offered as in-service programming at hospitals employing nurse anesthetists. C.R.N.A.s may also attend the continuing education programs offered by other professional associations such as the American Medical Association and the American Nursing Association. Medical schools also offer some programs particularly designed for nurse anesthetists. However, all programs must be approved by AANA for an individual to receive continuing education credit for recertification.

Many C.R.N.A.s received their basic R.N. training from a diploma or associate degree program. However, there has been increased emphasis on the desirability of a baccalaureate degree for nurses in all areas of practice, and especially for those working as nurse anesthetists. Continuing education courses that would enable them to work toward a baccalaureate degree while employed have been suggested.

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NURSING
CERTIFIED REGISTERED NURSE PRACTITIONER

The State Board of Nurse Examiners and the State Board of Medical Education and Licensure provide for a registered nurse practicing in Pennsylvania to be certified as a Certified Registered Nurse Practitioner, with permission to that title and the initials "C.R.N.P."

CERTIFICATION INFORMATION

Under rules and regulations effective October, 1977, to be certified an individual must:

I. Be currently licensed as a Registered Nurse in the Commonwealth.

II. Successfully complete a course of study consisting of at least one academic year in a program administered by a department of nursing in an institution of higher education as approved by the boards.

III. Pay a fee of $35.00.

Nurses currently practicing as C.R.N.P.s defined by the boards, but who have not completed an approved course of study, have been provided an opportunity to petition the boards for certification prior to the implementation of the new rules and regulations.

A C.R.N.P. granted certification by another state board may be granted certification in Pennsylvania if the credentials are equivalent to those required in this state.

RECERTIFICATION INFORMATION

To be recertified, an individual must:

I. Present evidence of continuing competency in the area of medical diagnosis and therapeutics at the time of renewal.

II. Pay a fee of $15.00.

Certified Registered Nurse Practitioners must maintain their certification through biennial recertification on or before October 30 of the odd numbered years.

Continuing education requirements: none.

BACKGROUND INFORMATION

Registered Nurse Practitioners were first recognized and established in 1965. Since that time, C.R.N.P.s have been trained in a variety of ways including training in doctor's offices, taking a special three month

program, or completing a special master's program. This diversity of preparation for the profession has presented strong obstacles to determining guidelines for certification. Therefore, it is the current practice for the respective licensing boards to evaluate and certify an applicant on an individual basis. This procedure will most likely continue for the next year. To date, 199 nurses have been certified in Pennsylvania.

Voluntary certification of nurse practitioners is also given by the American Nurses Association. The ANA's certification program was organized to recognize individual achievement in specialized nursing practice, not as a mandatory requirement for practice. There are certification programs in each of the following Divisions on Practice: Division on Community Health Nursing Practice, Division on Gerontological Nursing Practice, Division on Medical-Surgical Nursing Practice, and Division on Psychiatric and Mental Health Nursing Practice.

To be certified by the ANA, an individual must:

I. Meet eligibility requirements, which include:

   A. Having a current license to practice as a registered nurse in the United States.

   B. Having experience as a registered nurse in the area in which certification is desired.

   C. Being currently engaged in the provision of direct patient care.

II. Complete an application form, including payment of a $25 application fee. A certification fee of $125 ($75 for ANA members) is payable after the application has been accepted and prior to testing.

III. Pass an examination, which is administered and scored by an independent testing agency.

The certification board for each Division on Practice makes the final decision on certification. Each Division on Practice may have its own specific requirements in addition to the basic requirements listed above. Certification is valid for a five-year term, after which time an individual may submit credentials for re-certification as required by the specific Division of Practice.

The ANA certification is stringent. It is currently useful to nurses in obtaining merit raises and promotion. It is not a basis for job requirements, although in Pennsylvania a nurse acting as a patient advocate for commitment in the mental health area must be certified by the ANA.

CLIMATE FOR CONTINUING EDUCATION

The licensing boards are still in the process of determining exact requirements for approved programs for C.R.N.P.s and what will constitute

"evidence of competency" for recertification.

It is currently proposed that the course of study preparing an R.N. for C.R.N.P. certification will be based in college credit, but may be supplemented by some type of continuing education.

The ANA does not offer courses or study guides and there may be some value in in-depth courses to prepare for ANA certification. It is anticipated that certification of C.R.N.P.s will grow whether through state mechanisms, ANA, or other organizations.

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NURSING
LICENSED PRACTICAL NURSES

Practical nurses must be licensed in order to practice in Pennsylvania. Licensure recipients are permitted to use the title "Licensed Practical Nurse" and the initials "L.P.N."

LICENSING INFORMATION

To be licensed, an individual must:

I. Be a graduate of an approved practical nursing program. There are fifty-two schools in Pennsylvania offering programs that are approved by the State Board of Nurse Examiners. All practical nursing programs are one year in length, a determination that is set by law.

II. Pay a fee of $18.

III. Pass the licensure examination. This is a national examination that is offered by the State Board of Nurse Examiners each April and October in Pennsylvania. It is administered by a national testing service.

Licensure by waiver is available to those individuals who were working as practical nurses before to the establishment of an approved educational program and approved schools in 1953. Prior to this time, individuals who performed nursing duties for a period of several months could obtain statements from a physican and two registered nurses with whom they had worked declaring that they had demonstrated the necessary capabilities and competencies to allow them to be recognized as a practical nurse.

Individuals who became nurses under this procedure were permitted to continue to practice even after licensing by examination became mandatory for newcomers to the profession. They were called "waiver practical nurses" since the examination was waived for them.

In recent years, waiver nurses have been allowed to sit for the examination if they so desired. Many of them have done this and became "licensed practical nurses by examination."

A license without examination may be issued to a graduate of a practical nursing program who has completed a course of study considered to be equivalent to that required in Pennsylvania, and who is licensed by examination in any other state or territory of the United States or Canada.

RELICENSING INFORMATION

To maintain licensing, an individual must renew the license biennially

by paying a fee of $5. An additional $5 fee is charged if a license is lost, or as a penalty for late application.

Continuing education requirements: none.

BACKGROUND INFORMATION

While only payment of a fee is required for relicensure of licensed practical nurses at this time, it is expected that continuing education will become a relicensure requirement within the next five years. Legislation addressing mandatory continuing education for registered nurses is underway, and it is expected that required continuing education for licensed practical nurses will quickly follow. The Licensed Practical Nurse Association of Pennsylvania (LPNAP) is in favor of this move.

LPNAP, as a state organization, is part of the National Association for Practical Nurse Education and Service. There are also a number of district organizations throughout the state. This network of local, state, and national organizations maintains an active lobby on state and national levels.

Licensed practical nurses describe themselves as striving for recognition. This attitude can be traced to the history of the profession. The first approved educational program for practical nursing was established only twenty-six years ago. Prior to that time, a person could become a practical nurse without any related educational experience and with only a minimal amount of practical experience. Many hospitals refused to permit practical nurses to work in their institutions. Practical nurses feel that their profession has been upgraded tremendously since the establishment of approved educational programs and licensing regulations. However, they are still conscious of having to combat the image that was created earlier when controls over practical nursing were minimal.

CLIMATE FOR CONTINUING EDUCATION

Continuing education programs are offered through a large number of schools and nursing organizations. At this time, these programs do not need approval since participation in them is voluntary. However, if continuing education becomes a relicensing requirement, an approval system will have to be established.

Licensed practical nurses generally participate in the same continuing education programs that registered nurses attend, although there are occasionally programs offered that are designed primarily for licensed practical nurses.

Participation in voluntary continuing education has been good, according to educators in this field. Hospitals employing licensed practical nurses often pay either the continuing education program registration or the individual's salary for the time spent attending the program, or both. This practice serves to encourage continuing education participation.

If mandatory continuing education is adopted, the impact on

institutions offering continuing education for nurses will be significant.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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NURSING
NURSE MIDWIVES

In Pennsylvania nurse midwives are licensed by the State Board of Medical Education and Licensure, but their standards of practice are governed by the Pennsylvania Department of Health.

LICENSING INFORMATION

To be licensed, an individual must:

I. Be a registered nurse (R.N.) with a license to practice in Pennsylvania.

II. Have completed an approved course in nurse midwifery. Approved courses may be either:

A. An eight-month program in midwifery such as that offered by Downstate Medical College in New York State, or

B. A two-year, master of science in nursing program, including curriculum leading to certification in nurse midwifery. No such program is currently offered in Pennsylvania, but the University of Pennsylvania is considering implementation of one.

Courses approved the American College of Nurse Midwives are acceptable to the Board.

III. Pay a fee of $50.

IV. Meet ONE of the following requirements:

A. Obtain a score of 75 percent or better on an examination administered by the Board and given each June and December in Harrisburg, or

B. Successfully complete the certifying examination of the American College of Nurse Midwives.

RELICENSING INFORMATION

Licenses for midwives expire biennially, on December 31 of each even-numbered year. They may be renewed by payment of a $20 relicensure fee.

Continuing education requirements: none.

BACKGROUND INFORMATION

Nurse midwifery is considered by many to be an emerging profession.

Of the approximately 1,500 midwives registered in the country, over half have graduated since 1969. Some states still do not recognize nurse midwives nor grant them hospital privileges.

The American College of Nurse Midwives certifies nurse midwives. Their certification is a professional designation, not a license to practice. The Pennsylvania Chapter of the American College has about twenty-five members, and holds meetings in various locations throughout the state several times a year. There are about 150 nurse midwives licensed to practice in the Commonwealth.

CLIMATE FOR CONTINUING EDUCATION

Although no continuing education is required for nurse midwives to retain their licenses, refresher programs are considered desirable. Booth Maternity is the only institution in Pennsylvania offering continuing education specifically for midwives at this time, and it appears to meet the professions' needs in Pennsylvania.

As the midwifery field expands, and if individuals who have practiced are licensed under a grandfather clause, the need for continuing education may expand, however.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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NURSING
REGISTERED NURSES

The Professional Nursing Law in Pennsylvania provides for mandatory licensing of individuals engaged in the practice of professional nursing by the State Board of Nurse Examiners. Licensure also permits the recipient to use the title "registered nurse" and the letters "R.N."

LICENSING INFORMATION

To be licensed, an individual must:

I. Be a graduate of an approved program of professional nursing in Pennsylvania or any other state. Program approval in this state is granted by the Pennsylvania State Board of Nurse Examiners. Approved programs include:

   A. Two-year programs leading to an Associate Degree in Nursing,

   B. Diploma programs, and

   C. Bachelor of Science in Nursing programs.

II. Pay a fee of $24.

III. Pass the national licensure examination. This examination, developed by the National League for Nursing, is given twice yearly by the State Board of Nurse Examiners. Applicants for licensure may take the examination upon completion of one of the three approved programs described above, or at any time thereafter.

A license without examination may be issued to a graduate of a school of nursing who has completed a course of study in nursing considered to be equivalent to that required in Pennsylvania, and who is licensed by examination in any other state or territory of the United States or Canada.

RELICENSING INFORMATION

Licenses expire biennially on the thirty-first day of October of even-numbered years. Relicensing is accomplished by completion of an application form and payment of a $10 relicensing fee.

Licensed nurses may apply for inactive status. Upon receipt of the appropriate completed application form, the applicant shall be placed on inactive status without fee and shall be entitled to apply at any time to receive a current license by filing a renewal application and paying the $10 relicensing fee.

Continuing education requirements: none.

BACKGROUND INFORMATION

While only the payment of a fee is required for relicensure of registered nurses at this time, steps are underway to institute mandatory continuing education participation as a relicensure requirement. The Pennsylvania Nurses' Association has introduced a Bill which would require evidence of continuing education for license and renewal. Information on specific amounts and types of continuing education to be required is not yet available, however.

The Pennsylvania Nurses' Association is in favor of this move and has encouraged it as a means of requiring nurses to remain current and improve their levels of service. However, a vocal minority of nurses and nurse educators in Pennsylvania is opposed to mandatory continuing education. Members of this group feel that voluntary continuing education, which has had substantial participation by nurses throughout the state, is preferable. They question the validity of equating continuing education with increased competency, and feel that they must be able to evaluate the results of continuing education participation before any statement can be made about the relationship of continuing education to competency.

CLIMATE FOR CONTINUING EDUCATION

Many continuing education courses for nurses are offered through colleges and universities in Pennsylvania. Other institutions, such as hospitals and visiting nurse organizations, can also prepare education programs and submit them to the Pennsylvania Nurses' Association for approval.

Participation in voluntary continuing education has been substantial, and it has been increasing. At Penn State, enrollments in non-credit continuing education programs for nurses showed an increase of approximately 45 percent over the three-year period from 1975 to 1978; participants engaged in 26,219 program hours in fiscal year 1977-78. Hospitals employing nurses have generally paid for their participation in continuing education, but this practice appears to be dwindling as hospitals face rising costs in other areas.

Certainly the adoption of mandatory continuing education will have a significant impact on all institutions offering continuing education programs for nurses.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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NURSING HOME ADMINISTRATION

Nursing home administrators, including any individual who is charged with the general administration of an institution or facility in which nursing care and related health services are provided for a period exceeding twenty-four hours, for two or more individuals not relatives of the administrator, must be licensed by the State Board of Examiners of Nursing Home Administrators. They are the only health care administrators for whom there is any licensure in Pennsylvania.

LICENSING INFORMATION

To be licensed, an individual must:

I. Be at least twenty-one years of age and of good moral character.

II. Be a U.S. citizen or have declared intent to become one.

III. Meet ONE of the following options:

A. Option 1

1. Have a master's degree in health administration, and

2. Have six months' experience working in a nursing home.

B. Option 2

1. Have a baccalaureate degree,

2. Have twelve months' experience as assistant or associate director working under the supervision of a licensed administrator, and

3. Have six credits of approved continuing education.

C. Option 3

1. Have a baccalaureate degree,

2. Have worked under the supervision of a licensed administrator for two or more of the last five years as an administrator in a top position, and

3. Have six credits of approved continuing education.

D. Option 4

1. Be a registered nurse,

2. Have eighteen months' experience as assistant or associate director working under the supervision of

a licensed administrator, and

3. Have six credits of approved continuing education.

E. Option 5

1. Be a graduate of an associate degree program in nursing,

2. Have twenty-four months' experience working under the supervision of a licensed administrator, and

3. Have six credits of approved continuing education.

F. Option 6

1. Be a high school graduate,

2. Have two years of related work experience,

3. Have twenty-four months experience working under the supervision of a licensed administrator, and

IV. Pass an examination.

V. Pay a fee of $50.

RELICENSING INFORMATION

Everyone holding a valid license as a nursing home administrator shall be deemed registered with the Board. A new certificate of registration must be applied for biennially.

To be re-registered, an individual must:

I. Submit evidence of attendance, during the immediately preceeding biennial period, at Board-approved continuing education program(s) or courses of study of not less than twenty-four hours.

II. Pay a registration fee of $50.

BACKGROUND INFORMATION

Licensing of nursing home administrators started nationwide in 1970. At that time a Federal regulation stated that any nursing home or extended care facility wishing to participate in Medicare and Medicaid programs would have to have a licensed administrator by 1972. Between 1970 and 1978 all states adopted legislation or the licensing of nursing home administrators. However, no state licenses any other type of health care administrator.

Over 100 colleges and universities in the country have degree programs in health care administration. The Pennsylvania State University, the

University of Pittsburgh, the University of Pennsylvania, and Temple University offer such programs in Pennsylvania. Eighty-one percent of Penn State's health planning and administration baccalaureate graduates either find employment in this field or enter graduate school. Penn State has graduated approximately 475 baccalaureate students in health planning and administration since 1970.

The American College of Nursing Home Administrators, located in Washington, D.C., is a professional organization for nursing home administrators. Membership is open to any person actively engaged in full-time work as a nursing home or extended care facility administrator. The College does not have state or regional chapters, but does have chapters located at a number of health care facilities in the nation. The College has approximately 6,200 members, and estimates that there are 24,000 employed nursing home administrators in the country. The number of licensed administrators is greater, but some licensed individuals have retired or entered other lines of work.

Nursing home administrators report that reciprocity is a large problem for them. Each state sets up its own licensing laws, which vary considerably from state to state. Thus an administrator moving from one state to another may be required to go through the entire licensing procedure in the new state. In an attempt to provide some uniform guideline or measurement, the American College is establishing a certification program for nursing home administrators. This would provide a professional designation, based upon passage of an examination. Recertification would be required every five years or so.

CLIMATE FOR CONTINUING EDUCATION

Because nursing home administrators are a recently licensed profession, those in the field have recognized the need for continuing education to bring practitioners coming from a wide range of backgrounds to a common standard. The Federal government, when it passed the legislation requiring licensing in 1970, established guidelines for continuing education. These guidelines have been given to each of the states for their consideration, but each state sets its own standards for continuing education.

The American College offers continuing education programs throughout the country, primarily at facilities where chapters of the College are located. There is a strong market for continuing education in this area. Not only nursing home administrators, but managers of rural medical centers and small health agencies (such as home health care, family planning centers, etc.) would provide a substantial target audience. The Penn State Health Planning and Administration program is interested in, and has the capability for, continuing education programs to meet the needs of nursing home administrators.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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OPTOMETRY

The State Board of Optometrical Examiners licenses doctors of optometry to practice optometry in Pennsylvania. It is unlawful for any person to practice optometry or hold himself out as a practitioner of optometry in Pennsylvania unless he/she is licensed by this Board.

LICENSING INFORMATION

To be licensed to practice optometry an individual must:

I. Be a graduate of an approved school of optometry and obtain an O.D. degree.

II. Pay an application fee of $25.

III. Pass an examination. An individual may take the national board and the state developed practical examination. If the national board is not taken, then a written and practical state examination must be taken. This is a three day test and is given twice a year at the Pennsylvania College of Optometry.

IV. Pay a registration fee of $25.

RELICENSING INFORMATION

Relicensure is obtained by the biennial payment of $25.

Continuing education requirements: none.

BACKGROUND INFORMATION

The Pennsylvania College of Optometry in Philadelphia is the only school of optometry in Pennsylvania. The school technically requires a minimum of three years' undergraduate education, but in practice very few students are admitted without a B.S. degree, and several have M.S. degrees when admitted. The undergraduate coursework must include a number of science courses. For individuals admitted with three years of undergraduate work, the fourth year can be taken during the first year of optometry school, with a B.S. degree awarded at the end of that year. The four year optometry program leads to the Doctor of Optometry (O.D.) degree.

The field of optometry has several specialty areas. National certification of these specialties is not established, although a movement is underway to develop specialty certification. Specialties include contact lenses, visual therapy, low vision, and orthokeratology. An optometrist can limit his practice to a specific area but cannot legally claim to be a specialist.

The American Optometric Association (AOA) is the national professional association of optometrists. There are also state and

local chapters. The Pennsylvania Optometric Association (POA) is a particularly strong association and is very active as a lobby group. It has worked on the development of a new optometrist practice act which is currently under consideration. The new bill provides for several changes including the requirement of twenty-four hours of continuing education every two years for license renewal. There is strong support for this bill and it is expected to pass.

Concurrently, a new bill will be introduced to establish mandatory certification requirements for dispensing opticians in Pennsylvania. If passed, regulation of opticians would be handled by a committee within the State Department of Health. At present, there are no practice requirements for opticians in Pennsylvania.

There are approximately 2,600 active licensed optometrists in Pennsylvania.

CLIMATE FOR CONTINUING EDUCATION

Continuing education for optometrists is extensive. It is offered through various professional associations as well as the schools of optometry.

In Pennsylvania, continuing education is voluntary except for those optometrists participating in a eye care insurance program called Vision Services of Pennsylvania (VSP). This program provides eye care insurance to employee groups and optometrists offering their services through this program are required to complete eight hours of continuing education per year. The majority of optometrists in Pennsylvania participate in VSP.

AOA offers the Optometrist Recognition Award, a voluntary program whereby members must complete 150 hours of continuing education within three years to obtain the award. Thereafter, fifty hours of continuing education are required annually.

The Optometric Extension Program is a national organization that offers educational programs relating to clinical research. It also produces home study courses that can be taken by an individual or in a group study format.

The Pennsylvania College of Optometry has a well developed program of continuing education and delivers these services throughout the state. POA and its 14 local chapters also sponsor continuing education. If the programs are to apply for credit towards the Optometrist Recognition Award, it must be approved by AOA. Otherwise, POA is approved to provide programs in the state. Approximately six hours of continuing education are annually offered by some local chapters, and sixteen hours are annually offered through POA. Several other regional and district programs are held, the advisability of a chapter's offering its continuing education programs through a continuing education center has been stressed. In such cases, expertise is generally provided by professionals in the field or faculty members from the Philadelphia College of Optometry, while all facilities and arrangements are handled

by the continuing education center.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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PHARMACY

In Pennsylvania the practice of pharmacy is regulated by the Pennsylvania State Board of Pharmacy. This Board provides for the mandatory licensure of individuals who practice pharmacy in the Commonwealth.

LICENSING INFORMATION

To be licensed to practice pharmacy, an individual must:

I. Be eighteen years of age or over.

II. Be a graduate of an approved school or college of pharmacy.

III. Meet internship requirements of a minimum of 1,500 hours under the guidance of a registered pharmacist-preceptor.

IV. Pay an examination fee of $25.

V. Pass an examination. This examination is national and runs for two days. There are two parts: theoretical and practical. Examination sites are in Pittsburgh and Philadelphia.

VI. Pay a registration fee of $25.00.

VII. Pay a certificate fee of $25.00.

RELICENSING INFORMATION

Licenses are renewed biennially with the payment of $25.00.

Continuing education requirements: There are no continuing education requirements although a new pharmacy bill will be introduced soon which would require continuing education for relicensure. People in the field feel confident that it will pass, and that it is very necessary.

BACKGROUND INFORMATION

Approximately 10,000 pharmacists are registered in Pennsylvania, of whom 8,500 practice in the state. There are two main areas of pharmacy practice, community and hospital pharmacy. Some pharmacists also go into manufacturing and education.

Traditionally, there appeared to be a shortage of pharmacists. Today however, graduates of pharmacy schools are increasing in number and there are relatively few areas where shortages exist.

There are three major pharmacy professional associations, the American Pharmaceutical Association, the American Society of Hospital Pharmacists, and the National Association of Retail Druggists.

The four schools of pharmacy in Pennsylvania are Temple University, Duquesne University, The University of Pittsburgh, and the Philadelphia College of Pharmacy and Science.

CLIMATE FOR CONTINUING EDUCATION

Because of continuing technical and professional advancements and an increased demand for more comprehensive service, it is extremely critical that pharmacists be kept up to date. Many practitioners feel that an individual cannot function as a pharmacist without continuing education.

It is interesting to note that approximately 80 percent of all drugs manufactured in this country are manufactured within a fifty mile radius of Philadelphia.

Although there is no mandatory continuing education requirement for licensure or professional association membership, voluntary continuing education in many forms exists for pharmacists. The continuing education programs currently available are conducted by colleges of pharmacy and professional associations. In addition, some pharmaceutical manufacturers conduct seminars and representatives of the manufacturers provide information on new products as well as home study materials.

Some of the larger hospitals and drug store chains require inservice training of their pharmacists. Another source of information is the pharmacy journals, some of which print monthly articles on specific topics followed by a self-quiz. Several references, such as Pharmacy Index and Facts and Comparisons, feature new and discontinued products, packaging innovations, and monographs on selected topics.

The younger generation of pharmacists in particular is pushing for continuing education to compliment their clinical environment training; however there are some pharmacists who do not support a continuing education requirement.

In addition to pharmacy subject matter courses, continuing education offerings dealing with such subjects as operating a small business and the psychology of better relations with patients and physicians would be beneficial to pharmacists.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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PHYSICAL EDUCATION
ATHLETIC TRAINER

There is no state licensure or certification of athletic trainers in Pennsylvania. However, voluntary certified membership in the National Athletic Trainers Association is available to individuals seeking this recognition. The information included in this report focuses primarily on secondary school athletic trainers, but it is also relevant to athletic trainers working in higher education or professional settings.

BACKGROUND INFORMATION

In many professions and occupations where the public health, safety, and welfare is affected, regulation exists in some form for the public's protection. However, in the area of athletic training at the high school level, individuals with varied backgrounds serve as an athletic trainer without prior training or education in the field.

There does not appear to be a trend towards mandatory regulation of athletic trainers in the near future, although some foresee eventual certification requirements through the State Department of Education.

Voluntary certification of athletic trainers is provided through the National Athletic Trainers Association (NATA), an organization of athletic trainers in high schools, preparatory schools, military schools, colleges, universities and professional football, baseball, basketball, and ice hockey teams.

To become a certified member of NATA, an individual must:

I. Join NATA. The student membership fee is $10 and associate membership fees vary by district but are approximately $35.

II. Maintain current certification in first aid or cardio-pulmonary resuscitation (CPR) as provided by the American Red Cross.

III. Complete a NATA approved education program in athletic training. These programs are given by colleges and universities throughout the country and their admission and program requirements vary. The schools in Pennsylvania offering athletic training programs leading to NATA examination preparation are: Penn State University, Lock Haven State College, West Chester State College, Slippery Rock State College, East Stroudsburg State College, and the University of Pittsburgh.

IV. Pass a national examination, which takes four hours to complete and includes both written and a skills performance tests. The examination is given four times a year at either West Chester State College or

Penn State University. The fee is $75 and the examination may be retaken twice.

After an individual is certified, the certification is valid for three years. To become recertified six CEUs must be completed every three years. This requirement currently applies only to the certified members, but may be expanded to include associate members.

CLIMATE FOR CONTINUING EDUCATION

The demand for athletic trainers is greater than the supply. Several studies have shown that the general knowledge of non-certified athletic trainers is limited and a deficiency in knowledge of current developments in the field exists on a large scale. Although most athletic administrators recognize the need for the position of athletic trainer on their staffs, many of the individuals are hired to fill these job openings without concern for their qualifications or knowledge of the field.

Continuing education programs are available for athletic trainers both through the colleges and universities offering athletic training programs and the NATA. Penn State, for example, has offered a series of two-day workshops in sports medicine, approved by NATA to fulfill recertification requirements.

NATA offers continuing education for athletic trainers at workshops preceeding the national conference as well as during the conference. In addition, each district of NATA produces an education program each year where CEU credit may be granted. Two professional preparation conferences are given each year for three days and CEUs are granted for attendance.

Small colleges may also benefit from staff participation in the continuing education programs, as their athletic staffs may not be as extensive as those at some of the larger schools.

The athletic training programs may be viewed as continuing education for individuals who wish to be athletic trainers on a full or part time basis. Individuals who complete an approved athletic training program at a college or university may be employed by a school district as a teacher/trainer.

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PHYSICAL EDUCATION
COACHING

There is no mandatory licensure or certification of athletic coaches in Pennsylvania. However, voluntary certification is provided for public school coaches by the State Department of Education. This certification was created primarily for those employed part time as coaches. The information included in this report focuses primarily on secondary school athletic coaches but it is also relevant to coaches working in higher education or professional settings.

BACKGROUND INFORMATION

The State Department of Education voluntary certification program is not widely accepted. For this reason and because the need for formally trained coaches is recognized, mandatory certification of public school coaches has been proposed. However, the State Board has rejected mandatory certification of all coaches and it is not likely that it will be considered in the near future. In lieu of this, the Pennsylvania Department of Education has issued a policy statement requesting that coaches participate in an approved training program. It is currently the responsibility of the school district to encourage educational preparation of its coaches. If this does not work, the Pennsylvania Department of Education is likely to take over the responsibility by mandating certification.

To become certified, an individual must complete a Pennsylvania Department of Education approved program. Requirements for admission to these programs vary. Schools offering these programs are: Waynesburg College, Mercyhurst College, Clarion State College, Millersville State College, Shippensburg State College, California State College, Slippery Rock State College, West Chester State College, Lock Haven State College, East Stroudsburg State College, Kutztown State College, The Pennsylvania State University, and the University of Pittsburgh.

The programs generally include academic credit in the following areas: first aid and athletic training and conditioning, coaching techniques, kinesiological and physiological foundations of teaching, socio-cultural foundations, and human growth and development. Upon completion of a program, an individual receives a certificate from the Pennsylvania Department of Education.

To become employed as a part time coach for a school district in Pennsylvania, an individual must meet one of the following requirements:

I. Possess a currently valid Pennsylvania athletic coach certificate, K-12, or

II. Possess a currently valid Pennsylvania teaching certificate and show evidence of current enrollment in a PDE-approved athletic coaching preparation program, or

III. Possess a currently valid Pennsylvania teaching

certificate and satisfy at least one of the following subconditions:

A. Have a minimum of one year of successful teaching experience, including at least one full season of experience as a secondary school athletic coach, or

B. Have Pennsylvania certification in health and physical education, or

C. Be a part time professional employee of the employing district, with at least one-third of the normal weekly teaching load, or

D. Be a full time professional employee of another district and have mutual consent of both districts, or

E. Be a part time professional employee of another district, with at least one third the normal weekly teaching load, and have mutual consent of both districts.

The demand for coaches is greater than the supply. Because of this demand, an individual may be hired to coach on the basis of his coaching record rather than because of formal training in the field.

Educators express concern that coaches may lack not only foundational training, but also may be substantially outdated in their knowledge of new developments and techniques for training and health care.

CLIMATE FOR CONTINUING EDUCATION

Coaches appear to be interested in coaching clinics that deal with game strategy, plays, weight lifting programs, etc. rather than health care, dealing with injuries, and related topics. These clinics are usually offered by independent non-profit associations or groups, but are not relevant to certification. It is likely that certification programs for coaches will become more attractive within the next few years as the need for certification becomes a reality.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

C The Pennsylvania State University, October, 1979.

PODIATRY

The State Board of Podiatry Examiners licenses individuals to practice podiatry in the Commonwealth of Pennsylvania. It is unlawful for any person to practice podiatry or assume the title of "Podiatrist," "Foot Specialist," or any other title, name, or description implying qualification to practice podiatry unless he/she is licensed by the Board.

LICENSING INFORMATION

To be licensed to practice podiatry, an individual must:

I. Complete a minimum of one year of college education in the liberal arts or sciences.

II. Graduate from a school of podiatry.

III. Pay an application fee of $50.

IV. Successfully pass two examinations: The National Board, Parts I and II, and an examination developed by the state.

The National Board is a science oriented three day written examination. The examination is given at each of the five podiatry schools in the country. The fee is $260.

The one day state examination is written and comprehensive. It is given in June in Pittsburgh, Harrisburg, and Philadelphia. A grade of 75 percent is needed to to pass, and applicants cannot score below 55 percent on any portion of the examination.

V. Pay a registration fee of $50.

RELICENSING INFORMATION

Licenses are renewed biennially with the payment of $50. Evidence of having completed sixteen hours of approved continuing education programs over the past two years must also be submitted.

BACKGROUND INFORMATION

The field of podiatry has been upgraded over the past couple decades. Podiatrists are now accepted on hospital staffs, receive third party reimbursement on all major medical insurance plans, and have patients referred to them by physicians.

There are five schools of podiatry in the United States including the Pennsylvania College of Podiatric Medicine in Philadelphia. The

schools offer a four year program culminating in the granting of a Doctor of Podiatric Medicine (DPM) degree.

Admission requirements to the Pennsylvania College of Podiatry require three years of undergraduate college work including a year's study in each of these sciences: biology, general chemistry, organic chemistry, and physics. However, only about 10 percent of those admitted do not have an undergraduate degree. For those individuals admitted with three years of undergraduate work, a contract option with a cooperating college allows for them to complete their fourth undergraduate year as a freshman in the school of podiatry. At the end of that year, they receive a baccalaureate degree from the cooperating college.

The Podiatry Hospital of Pittsburgh is one of three or four podiatry hospitals in the nation. It is a teaching hospital where podiatrists may complete a residency program. Podiatric residencies are available in other general hospitals as well.

Podiatry has five board certified specialty areas: surgery, radiology, dermatology, podiatric medicine, and podiatric orthopedics. The specialty areas not board certified, but having a specialty association are foot surgery and foot orthopedics. Other areas of specialization or limited practice that are not nationally formalized include sports medicine, bio-mechanics, and geriatrics.

There are approximately 900 practicing licensed podiatrists in Pennsylvania.

A podiatrist will usually employ a podiatric assistant in his office to handle both front office procedures and preparation of patients. These people are generally trained by the podiatrist himself. Nationally, there is only one established program for podiatric assistants. It is an associate degree program at a community college in Maryland. There has been some preliminary action taken to develop additional training programs for podiatric assistants in conjunction with the podiatry colleges. A lack of funding resources is the primary drawback to implementing these programs.

The American Society of Podiatric Assistants (ASPA) is the National Association for podiatric assistants. Until programs can be developed for podiatric assistants, a strong certification program at the national level cannot be developed. National membership in ASPA is about seven hundred with approximately fifty belonging to Pennsylvania chapters. ASPA offers continuing education for its members, and educational programs are also provided for podiatric assistants at the regional meetings of the American Podiatry Association

CLIMATE FOR CONTINUING EDUCATION

The Pennsylvania Podiatry Act of 1956 implemented an educational requirement for license renewal. Sixteen hours of "scientific" credit every two years must be completed. One scientific credit is equal to one clock hour in a seminar, discussion or other group learning

situation. Listening to audio cassettes or journal reading does not qualify. All programs approved for license renewal must be approved by the State Board of Podiatry Examiners.

The Pennsylvania Podiatry Association (PPA) offers many educational programs including regional and divisional conferences and local programs. A surgical seminar is offered once a year and draws national and international participants.

Podiatrists may also participate in continuing education programs provided by colleges and hospitals, but these may not qualify for relicensure requirements.

The American Podiatry Association (APA) is proposing a voluntary continuing education program requiring 150 credits every three years. Sixty of the credits would be required to be scientific and the rest to be met through attending hospital staff meetings, writing journal articles, using audio-cassettes, etc. The proposal will be presented at next year's APA conference for ratification. If it becomes ratified, it will become effective January 1, 1981. There is strong support for it within the profession.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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PSYCHOLOGY

In Pennsylvania the private practice of psychology (including the use of titles incorporating the words "psychologist," "psychological," or "psychology") is regulated by the Pennsylvania Board of Psychologist Examiners under Act 52. Individuals licensed by the Commonwealth to practice any of the healing arts are exempt from the provisions of Act 52, and the practice and titling of school psychologists and persons employed as psychologists by federal, state, county, or municipal agencies is not limited under the Act.

LICENSING INFORMATION

To be licensed, an individual must:

I. Be of acceptable moral character.

II. Meet ONE of the following sets of requirements:

A. Option 1

1. Be a graduate of an accredited college or university holding a Ph.D. or D.Ed. degree in psychology or a related field, and

2. Have two years of post doctorate experience acceptable to the Board, with at least one year being under the direct supervision of a licensed psychologist.

B. Option 2

1. Be a graduate of an accredited college or university holding a master's degree in psychology or another of the behavioral sciences acceptable to the Board, and

2. Have four years of experience acceptable to the Board, with at least three of these years following receipt of the master's degree, and two of the four years being under the direct supervision of a licensed psychologist.

At least 51 percent of an applicant's course work must be psychological in nature. As of 1978, an applicant must have five major areas of study, chosen from a listing of fourteen major areas.

III. Submit an application and pay a fee of $50.

IV. Pass the national examination and a one-hour state examination.

Practicing psychologists who submitted applications to the Board prior to May 23, 1974, could be licensed without examination.

Pennsylvania has no reciprocity agreements with other states. However, an applicant licensed in another state having requirements equivalent to those in Pennsylvania may be licensed in this Commonwealth upon passing the state examination.

RELICENSING INFORMATION

To renew his/her license, an individual must pay a fee of $10 biennially. Licenses expire November 30 of each odd-numbered year.

Continuing education requirements: none.

BACKGROUND INFORMATION

Pennsylvania, one of the last states to adopt licensing of psychologists, has provided this licensure since 1972. The Board licensed 2,800 psychologists in Pennsylvania during the 1970's. Act 52 provides licensing only for the private practice of psychology, so that psychologists employed by schools, industries, or government agencies are not required by law to be licensed. However, the Commonwealth now requires that anyone employed as a psychologist in a State Civil Service position be licensed.

The national licensing examination is developed by the American Association of State Psychology Boards. Professional Examination Service (PES) distributes the examination for administration by the state boards, then scores it. Each state defines its own passing grade.

In addition to the national examination, psychologists wishing to be licensed in Pennsylvania must pass a one-hour, objective examination covering the contents of Act 52 and the state laws, rules, and regulations governing their practice.

CLIMATE FOR CONTINUING EDUCATION

Because of the volume of work involved in simply implementing licensure, the Board has not had significant time to consider the development of continuing education requirements for relicensure. This is an area of concern to the Board, however, and Board members are taking steps to determine the attitudes and participation patterns of psychologists in regard to continuing education. A questionnaire being sent to a sample of 10 percent of the psychologists registered in Pennsylvania asks them about their continuing education participation within the past two years.

A continuing education requirement serves a protective function for the public. If Pennsylvania adopts a continuing education requirement, there will be a need for offerings to enable psychologists to meet it. At the present time, however, Penn State offers little or no professional continuing education for psychologists.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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PUBLIC ACCOUNTING

Pennsylvania Act 286 has provided for the registration of public accountants and the certification, licensure, and relicensure of certified public accountants (C.P.A.s). However, legislation effective September 1, 1979, states that no more public accountants will be registered in the Commonwealth. Those already registered will be permitted to engage in the practice of public accounting and to hold themselves out as "public accountants" until they terminate their practices, but all newcomers to the field of public accounting will be required to be C.P.A.s. Therefore, this document addresses itself to the certification and licensure of C.P.A.s.

LICENSING INFORMATION

To be licensed as a C.P.A., an individual must:

I. Receive the certificate of certified public accountant, for which the applicant must:

   A. Be a resident of Pennsylvania, be enrolled in a college or university in Pennsylvania, or be engaged in public accounting in Pennsylvania at the time he/she first sits for the examination;

   B. Be at least eighteen years of age;

   C. Be of good moral character;

   D. Meet the education and experience requirements described below;

   E. Pay an application fee of $50 to take the written examination; and

   F. Pass the written examination in general accounting, theory of accounts, accounting practice, auditing, business law, and other subjects which the Board shall determine are appropriate.

II. Meet the education and experience requirements, which include either:

   A. Graduation with a baccalaureate degree from an approved college or university, completion of at least twelve credits in accounting subjects of a content satisfactory to the Board, and at least two years of public accounting experience of a caliber satisfactory to the Board, or

   B. Graduation with a master's degree from an approved college or university, completion of at least twelve credits in accounting subjects of a content satisfactory to the Board, and at least one year of public accounting experience

of a caliber satisfactory to the Board.

III. Apply for a license and pay a fee of $6.

The certificate of certified public accountant is issued for a lifetime, but does not authorize practice; the license is the permit to practice.

Without requiring a written examination, the Board may, at its discretion, issue a Pennsylvania certificate of certified public accountant to the holder of a certificate in force and issued as the result of a written examination by another state. The holder of such a certificate may then apply to be licensed to practice as a certified public accountant in Pennsylvania. Some states do not require experience prior to issuing a certificate; an applicant for licensing who holds a certificate from another state must meet Pennsylvania's experience requirements.

RELICENSING INFORMATION

Licenses to practice as a certified public accountant must be renewed biennially. In the past, biennial permits have been issued upon payment of a renewal fee, but as of September, 1981, the following conditions must be met for issuance of a biennial permit to practice:

I. Each individual filing an application for a renewal must, during the two-year period immediately preceding, complete eighty hours of continuing education as defined and deemed acceptable by the Board, to include specified numbers of hours dealing with accounting, auditing, and tax subjects. No carry-over of credits shall be permitted from one biennial period to another.

II. Pay a renewal fee of $25.

BACKGROUND INFORMATION

The C.P.A. examination is a national one, prepared and graded by the American Institute of Certified Public Accountants. Each state defines the examination grade that it will accept as passing. The examination is given in May and November of each year, in the Pittsburgh, Philadelphia, and Harrisburg areas, and is two and one-half days long.

In Pennsylvania an individual may take the C.P.A. examination prior to obtaining the experience required for granting of the certificate, if he/she meets an education requirement of twenty-four credits of accounting. If the applicant passes the examination, the certificate will be granted upon completion of the experience requirement.

Only an estimated 15 to 20 percent of those taking the C.P.A. examination pass it each time. The examination is in five parts, and an individual need re-take only those parts failed. The fees for retaking the examination are: five parts, $50; four parts, $45; three parts, $40; two

parts, $35; one part, $30.

The continuing education requirements for relicensing are quite broad. They include at least thirty-two hours of accounting and auditing, sixteen hours of tax, and the remaining twenty-two hours to be chosen from among a wide range of suggested general subject areas. Many states have had similar legislation prescribing mandatory education for some time. The accountants in Pennsylvania have been very much in favor of this legislation, and played an active part in writing the legislation and lobbying for it. C.P.A.s view mandatory continuing education as a means of quality control for their profession.

There are approximately 200,000 CPAs in the country, and about 15,000 in Pennsylvania. Of these, 9,000 to 10,000 are members of the Pennsylvania Institute of Certified Public Accountants, which cooperates with but is independent of the American Institute of Certified Public Accountants. Accounting is a field in which the supply of practitioners has not yet caught up with the demand, and it is projected that the demand will increase in the foreseeable future. There is also a demand for higher education accounting faculty. For example, 100 doctoral degrees in accounting were granted in 1978, while there were 1,000 vacancies to be filled at this level, primarily in academe.

CLIMATE FOR CONTINUING EDUCATION

For some time C.P.A.s have engaged in continuing education programs in large numbers, and the requirement for mandatory continuing education participation is certain to increase these numbers. Most continuing education has been provided by the Pennsylvania Institute of C.P.A.s, private companies who offer courses in preparation for the examination, and larger C.P.A. firms offering in-house programs.

The American Institute of C.P.A.s has a full-time staff to prepare and publish continuing education courses for use by the state societies. Numerous offerings are given by the Pennsylvania Institute of C.P.A.s throughout the year and in various locations.

Private companies operating nationally appear to handle the examination preparation courses quite satisfactorily. Some of them stipulate that an accountant can re-take their course as often as necessary until passing the full examination. These courses cost from $400 to $800; frequently an accountant's employer pays this fee.

The in-house continuing education programs offered by some firms serve to keep their employees abreast of current developments in the field, and a limited number of these courses can be used to meet some, but not all, of the relicensure requirements for continuing education.

These three groups appear to meet the needs for continuing education programs in accounting, but there is some likelihood that other organizations, such as institutions of higher education, could perform a valuable function by offering continuing education programs for C.P.A.s in areas other than accounting--management, computer science, economics, and business law, for example.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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REAL ESTATE
SALESMEN AND BROKERS

Licenses for both real estate salesmen and brokers are issued by the Commissioner of Professional and Occupational Affairs. The State Real Estate Commission supervises and controls the licensing.

LICENSING INFORMATION

To be licensed as a salesman, an individual must:

I. Be eighteen years of age or older and have sponsorship of a broker.

II. Have four credits (two courses) in real estate principles, law, sales, or finance. Two of these credits can be waived if the individual holds a bachelor's degree.

III. Pass an examination administered for the Commission by Educational Testing Service.

IV. Pay a fee of $20.00. If the examination is failed, a fee of $10.00 must be paid each time it is retaken.

To be licensed as a broker, an individual must:

I. Be twenty-one years of age or older.

II. Have sixteen credits as defined by the Commission, including the four taken to qualify for licensing as a salesman.

III. Have three years of experience as a salesman under the supervision of a licensed broker.

IV. Pass an examination administered for the Commission by Educational Testing Service.

V. Pay a fee of $25.00. If the examination is failed, a fee of $10.00 must be paid each time it is retaken.

Reciprocity exists with various states which the Commission feels have equivalent standards and requirements. Individuals coming from states with which reciprocity does not exist must take a portion of the respective licensing examination for salesmen or brokers; usually this portion deals with state law.

Limited licensure can be obtained by both salesmen and brokers who deal with the selling of cemetery plots, lots and mausoleum spaces. A salesman must register with the Commission and pay a fee of $20.00. A broker applying for a limited license must pass a limited examination over that specific area, meet the salesman licensing requirements,

have three years of experience as a salesman, and pay a fee of $25.00.

RELICENSING INFORMATION

Salesmen pay a biennial fee of $20.00. Brokers pay a biennial fee of $25.00.

Applications for renewal of real estate broker's or salesman's license should be made by March 1 of the next succeeding biennium.

Continuing education requirements: none.

BACKGROUND INFORMATION

There are approximately 200 active Realtors and Realtor Associates in Centre County and about 42,000 active, licensed salesmen and 12,000 active, licensed brokers in the Commonwealth. The state professional organization, the Pennsylvania Association of Realtors (PAR), is affiliated with the National Association of Realtors (NAR). There are also fifty-two local Boards of Realtors in Pennsylvania.

Several advanced positions within the real estate profession require some kind of national certification. Most of this certification is provided for through the Realtors National Marketing Institute, the educational arm of the National Association of Realtors, in Chicago.

The licensing examinations for salesmen and brokers in Pennsylvania are national examinations developed by Educational Testing Service, for which each state determines its own passing grade. An examination must be passed in its entirety, but may be retaken an unlimited number of times. The salesman examination is given every month in Harrisburg, and the examination for brokers is given each February, May, August, and November in Philadelphia, Pittsburgh, Harrisburg, Wilkes-Barre, and Erie.

There is a high failure rate among those taking the examinations. Various reasons have been offered to explain this: (1) the examination keeps changing, (2) "unexpected" questions are asked, and (3) the mathematics section is troublesome for many. The last factor may be related to the great number of women taking the examination who have not been in the work force for many years and are out of practice in using quantitative skills.

CLIMATE FOR CONTINUING EDUCATION

Most professionals in the field feel that there is a great need for continuing education, for both basic courses and professional up-dating. Mandatory continuing education requirements have been discussed, but no action has been taken to establish legislation addressing the issue.

Penn State has the largest real estate program in the Commonwealth. Duquesne University and The University of Pittsburgh also have large programs, and many other schools offer programs in real estate. All must submit an outline of their courses to the Commission for approval.

The credits required for licensure can be either college credits or continuing education units. The Commission recognizes three CEUs as being equivalent to two college credits. Potential Realtors can take courses through institutions of higher education, independent real estate programs, or programs offered through real estate professional organizations.

The Graduate Realtors' Institute, sponsored by the Pennsylvania Association of Realtors, offers programs for continuing education and licensing needs and offers a certificate when three week-long courses are completed. This certificate is growing nationally in status as a designation among realtors; the initials "G.R.I." may be used after the realtor's name upon its receipt.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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SECRETARIAL PRACTICE
CERTIFIED PROFESSIONAL SECRETARY

Certification for Professional Secretaries exists through the Institute for Certifying Secretaries, a department of The National Secretaries Association. This voluntary certification was established to recognize a high level of competence in the secretarial field.

BACKGROUND INFORMATION

The Certified Professional Secretary (C.P.S.) was instituted in 1951 by the National Secretaries Association (NSA). This designation offers a goal for the career-oriented secretary who wants to be identified as exceptional and establishes an accepted professional standard. The C.P.S. can expect a higher salary and be qualified to hold a supervisory office position. The C.P.S. is also seen as a means to upgrade the secretarial field.

To date, there are 12,064 C.P.S.s in the nation, of which 237 are in Pennsylvania. The number of C.P.S.s is steadily increasing, nearly doubling since 1972.

To qualify for certification, an individual must:

I. Meet ONE of these options:

A. Have a high school diploma or its equivalent, plus six years of verifiable secretarial experience, or

B. Have one year of postsecondary education equaling thirty credit hours, plus five years of verifiable secretarial experience, or

C. Have two years of postsecondary education equaling sixty credit hours, plus four years of verifiable secretarial experience, or

D. Have three years of postsecondary education equaling ninety credit hours, plus three years of verifiable secretarial experience, or

E. Have four or more years of postsecondary education equaling a minimum of 120 credit hours, plus two years of verifiable secretarial experience.

II. Pay a processing fee of $15 for NSA members or $30 for NSA nonmembers.

III. Pay an examination fee of $60.

IV. Pass the C.P.S. examination. This is a two-day examination which covers six broad areas: behavioral science in business, business law, economics and management, accounting, secretarial skills and

decision making, and office procedures and administration. All six parts must be passed for certification. If certain parts are not passed on the first attempt, they may be retaken within the next four years. There is a fee of $10 for each part retaken. The examination is given in May each year at various colleges and universities throughout the nation.

CLIMATE FOR CONTINUING EDUCATION

The Institute for Certifying Secretaries does not provide any type of educational courses of preparation for the examination. It does, however, offer a bibliography of recommended books that an individual may want to read for self study. Some colleges and universities, as well as private business schools, offer programs or courses of preparation for the C.P.S. examination. For example, a series of courses have just been developed through the Independent Study Division of Indiana University School of Continuing Studies. The series consists of a combination of credit and noncredit courses which may be applied to the External Degree Program for credit towards an associate or baccalaureate degree in general studies if the individual passes the C.P.S. exam.

Once C.P.S. certification is granted, an individual is expected to keep updated. There is a great emphasis upon continued self learning. NSA recently approved a proposal to conduct a study of C.P.S.s on "Factors Influencing Professional Secretaries in Continuing Professional Education." This survey will be used to help NSA plan programs for continuing professional education. C.P.S. chapters offer educational programs and sponsor seminars for their membership.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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SECRETARIAL PRACTICE
LEGAL SECRETARY

There is no mandatory licensure or certification requirements of legal secretaries. However, voluntary national certification is provided by the National Association of Legal Secretaries (NALS).

CERTIFICATION INFORMATION

The NALS offers a certification program for Professional Legal Secretaries (P.L.S.). This certification is an aid to the standarization and professionalization of the field.

To be certified as a P.L.S., an individual must:

I. Have five years' experience in a legal setting.

II. Successfully complete an examination. The examination is a written, two day test covering written communication skills and knowledge; human relations and ethics; legal. secretarial procedures; legal secretarial accounting; legal terminology, techniques and procedures; exercise of judgement; and legal secretarial skills.

The examination is given in March and October at testing centers throughout the country. The fee is $60 for members of NALS and $100 for nonmembers.

RECERTIFICATION INFORMATION

There is no recertification of P.L.S.s. Certification is good for life.

BACKGROUND INFORMATION

Legal secretaries can be employed either by attorneys or in a variety of other types of offices. For example, their legal knowledge and secretarial skills aid them in contract, government, real estate, and parole offices.

A legal secretary with more specialized training can become a legal assistant. A legal assistant is qualified to research legal documents and help write reports and briefings.

Legal secretaries generally receive their training in a formal diploma, certificate, or associate degree program at a business school or community college. If an individual works in a large law office, he or she usually receives additional on the job training. Experience is an important factor in being recognized as a legal secretary.

There are few P.L.S.s in Pennsylvania. The P.L.S. designation is

relatively new and has not been given as much publicity as other certification opportunities in the secretarial field.

Job placement of legal secretaries is very good. Opportunities for promotion and advancement vary with the size of the law firm or the kind of business the individual works for.

CLIMATE FOR CONTINUING EDUCATION

NALS, through its state and local chapters, sponsors legal education classes, seminars, and professional courses. A study guide and suggested bibliography for self study is published by NALS for certification examination preparation.

In addition to continuing education focused on the legal knowledge of legal secretaries, general secretarial continuing education is important to this field. Relevant programs are offered by the National Secretary Association and the American Management Association.

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SECRETARIAL PRACTICE
MEDICAL ASSISTANT

There is no certification or licensure of medical assistants. However, voluntary national certification for medical assistants is provided by the American Association of Medical Assistants (AAMA). This report grew out of an investigation of the medical secretarial field in which there is no certification or licensure. However, the medical secretary, when he or she takes expanded duties, is classified as a medical assistant.

CERTIFICATION INFORMATION

AAMA provides three certification categories for medical assistants. One is the general Certified Medical Assistant (C.M.A.), and two are specialty certifications, C.M.A.-Administrative and C.M.A.-Clinical.

To be certified as a C.M.A., an individual must:

I. Meet ONE of the following options:

A. Have an associate degree or certificate in medical assisting from an approved program; or

B. Have one year of full time experience under the supervision of a physician and a high school diploma or its equivalent; or

C. Have five years full time experience under the supervision of a physician.

II. Pay an application fee of $10 (AAMA members) or $25 (nonmembers).

III. Pay an examination fee of $40 (AAMA members) or $60 (nonmembers).

IV. Pass an examination. The examination is written and covers three broad areas: general (medical terminology, basic anatomy, psychology, and law and economics); administrative procedures (oral and written communications, bookkeeping, office equipment, and insurance); and clinical procedures (examining room procedures, medications and injections, and storage and supplies).

Either or both of the two specialty designations, administrative and clinical, may be obtained. To be certified as a certified medical assistant specialist, an individual must:

I. Pass C.M.A. certification requirements.

II. Pay an examination fee of $35 (AAMA members) or $55 (nonmembers).

III. Pass an examination. The administrative examination covers the three areas of communications, bookkeeping and insurance, and administrative procedures. The clinical examination covers the three areas of anatomy, laboratory orientation, and clinical procedures. Both tests are written and once a year are offered at test centers throughout the United States.

RECERTIFICATION INFORMATION

A voluntary revalidation program for C.M.A.s and C.M.A. specialists will be implemented in 1980 by AAMA. This program provides for revalidation of certification on a five year periodic basis by completing one of two options: revalidation by examination or revalidation by a continuing education point method. Examinations are offered for the C.M.A. and specialty categories. A continuing education point system based on varying points for college credit and CEUs (one AAMA CEU = ten points; one college credit hour = twelve points), is defined for each category of certification. The number of required points range from fifty to 110.

BACKGROUND INFORMATION

The medical assistant is trained in office skills as they relate to a medical office, whether for the private practice of a physician or dentist, or as a hospital staff member. He or she may have the responsibilities of receptionist, bookkeeper, and office manager. In addition, the individual may prepare patients for the physician and do basic laboratory procedures such as tests for urinalysis, blood counts, and basic blood chemistry.

In Pennsylvania, several business schools and community colleges offer programs for medical assistants. These are generally two year programs leading to a diploma, certificate, or associate degree. Job placement is not a problem for graduates of medical assistant programs.

Three schools are approved by the AAMA to meet eligibility requirements for certification. They are the Community College of Allegheny County (Allegheny campus); Median School, Pittsburgh; and Central Pennsylvania Business School, Summerdale.

Although specialized training as a medical assistant may be preferred by employers, it is not necessary. Many individuals may come to the position with a general secretarial background and learn the technical knowledge on the job.

CLIMATE FOR CONTINUING EDUCATION

There are approximately 650 members of the Pennsylvania chapter of AAMA (PAMA), less than half are certified. Voluntary membership in PAMA

requires 150 hours of continuing education every three years. The majority of medical assistants are not members of AAMA or its state chapters. Membership in AAMA is open to anyone working under the supervision of a physician including nurses and laboratory technicians, but the majority of members are medical secretaries.

Continuing education is offered by AAMA at the national, state and local levels. All programs offer continuing education credit. The main purpose of the local and state chapters is to offer continuing education. The continuing education is developed and sponsored primarily through AAMA and its affiliates, rather than cosponsoring programs with colleges or schools of business. However, some cosponsoring of programs has been shared with the American Medical Association and the National Secretary Association.

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SOCIAL WORK

Pennsylvania has no licensure or relicensure of social workers at this time. However, licensing efforts are currently underway, and both state and national officials of the National Association of Social Workers (NASW) describe licensure as their "most publicized issue, the one on which the greatest amount of effort is being expended."

BACKGROUND

In the past, social workers avoided the issue of licensure, stating that they didn't want to be controlled by others. However, in recent years several factors have caused practitioners nationwide to take a new look at the need for licensing. Within the last five years, the number of states licensing social workers has doubled; as of December, 1978, twenty-three states were regulating social workers. In Pennsylvania, as well as elsewhere in the nation, this move toward licensing has grown out of the following considerations:

1. The need for quality control. The majority of people providing social services have no formal training and the quality of their work is often poor, which has a negative impact on the public opinion of social workers.

2. The need to identify individuals and agencies for third party reimbursement. With many social workers and social work agencies providing reimbursable mental health care services, insurance companies need a legal standard regarding whom to pay.

3. The need to combat the tendency of social work agencies to have low or no requirements for personnel. The theory that both public and private agencies would maintain quality of service by hiring only trained, qualified personnel has proven false. (Maintenance of quality service is reported to be a greater problem with public agencies than with those that are private.)

4. The need for visibility and acceptance as a profession. Society relies on licensing as an indicator of credibility for professionals, and the social workers feel that their profession gains in status as licensing occurs.

The standards of practice for bills that have been and are being submitted for licensing in various states have been developed in cooperation with NASW. These standards include requirements for continued learning, because the national organization feels it is particularly critical that continuing education be in the introductory legislation. As licensing becomes a requirement in the various states, many practitioners who have no formal education or training in social work are licensed under a "grandfather" clause. These people need some formal training, not only to keep them up-to-date but to give them a structured exposure to the concepts behind the practice of social work.

Although legislation is currently being drafted to require licensing of social workers in Pennsylvania, NASW officials feel that the political climate and the influence of unions on the state legislature may lead to passage of a bill that the social workers themselves would not find acceptable.

There are some designations that help to fill the gap for Pennsylvania and other states having neither title nor practice legislation for social workers. The Academy of Certified Social Workers (ACSW), operated through NASW, accepts as members individuals who have at least a master's degree in social work, have had supervised work experience, and have passed an examination. Membership in ACSW increases employment opportunities, and assures the employer or client that an individual has training, experience, and some mastery of his/her profession. Another designation is found in the NASW Register of Clinical Social Workers, a listing that includes practicing social workers with at least a master's degree and five years of professional experience.

Penn State offers only a Bachelor of Arts degree in social welfare. There has been some discussion of offering a master's program, but the consensus appears to be that the existing master's programs in the state--at Temple University, University of Pittsburgh, Bryn Mawr, University of Pennsylvania, and Marywood--meet the manpower needs of Pennsylvania adequately.

CLIMATE FOR CONTINUING EDUCATION

Continuing education has always been a strong force in social work. The nature of the profession, which enables practioners to benefit from discussing their cases and sharing experiences and opinions, has no doubt contributed to interest in continuing education participation. A substantial knowledge proliferation within the field has given substance to continuing education programs held throughout the state.

Penn State has engaged in virtually no continuing education for professional social workers. The continuing education participation of social welfare faculty members has been primarily work with public and private agencies.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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SURVEYING

Professional land surveyors are licensed in Pennsylvania by the State Registration Board for Professional Engineers under the 1979 amendment to the Professional Engineers Registration Law. It is unlawful for any person to practice land surveying in the Commonwealth unless he/she is licensed and registered as a professional land surveyor.

LICENSING INFORMATION

To be licensed as a professional land surveyor, an individual must:

I. Be twenty-one years of age, of good character, and able to speak and write the English language.

II. Meet ONE of the following options:

A. Option I

1. Meet ONE of the educational requirements described below:

a. Be a graduate of a four year approved course in civil engineering or surveying from an approved institution, having at least ten credit hours of surveying, or

b. Be a graduate of an approved two year course in surveying and related areas of engineering design leading to an associate degree in surveying.

2. Meet ONE of the experience requirements described below:

a. If licensing occurs before 1983, have two or more years' progressive experience, or

b. If licensing occurs in 1983 or after, have four or more years' progressive experience.

This experience is to be in land surveying under the supervision of a professional land surveyor, or a similarly qualified surveyor.

B. Option II: Meet ONE of the requirements described below:

1. If licensing occurs before 1985, have six or more years' progressive experience, or

2. If licensing occurs in 1985 or thereafter, have ten or more years' progressive experience.

This experience is to be in land surveying. Half of the

time is to be spent in reasonable charge of primary land surveying functions, under the supervision of a professional land surveyor or a similarly qualified surveyor.

III. Pay an application fee of $50.

IV. Successfully pass a written examination prescribed by the Board. At this time a sixteen hour examination is used. Seventy-five percent of it is a national examination, 25 percent is composed of questions related to practice in Pennsylvania.

An individual licensed in another state or foreign country having requirements at least equal to those in Pennsylvania may be licensed without examination.

The Board maintains a roster of all professional land surveyors licensed by the state and registered with the Board.

LICENSING INFORMATION

Professional land surveyors must register biennially with the Board by payment of $25.

Continuing education requirements: none.

BACKGROUND INFORMATION

The basics of surveying have not changed in many years, but recent years have brought about some changes in the rules governing the practice of land surveying in Pennsylvania. These changes have focused primarily on a tightening of the regulations to insure that those individuals licensed as land surveyors are in fact qualified by reason of education and/or experience.

Under previously existing legislation, an individual who has a baccalaureate degree in any engineering discipline and two years of surveying experience could become a licensed surveyor without examination. Thus persons licensed under these regulations were not required to have had any surveying courses.

While an individual must be licensed to work independently as a land surveyor, he/she need not be licensed to work under a licensed surveyor.

The American Congress on Surveying and Mapping is the national professional organization for surveyors, and the Pennsylvania Society of Land Surveyors (PSLS) is a state affiliate of that organization. PSLS has a number of local sections throughout the state which have technical meetings for their membership throughout the year. The national organization has annual conferences with an educational component.

CLIMATE FOR CONTINUING EDUCATION

Because of the recently passed legislation with its more stringent educational requirements for licensure, there are expected to be increased demands for surveying courses. Not only will resident instruction programs have to be modified to allow students to meet the requirement of ten course hours of surveying, but continuing education courses in surveying may become desirable for those with engineering or other degrees who wish to become licensed land surveyors.

Penn State has offered a review course for the licensing examination. With Pennsylvania's recent adoption of the national examination, such a course might be even more useful than it has been in the past.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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TRANSPORTATION AND LOGISTICS

There is no state licensure or certification for persons wishing to enter the field of logistics. However, two types of voluntary national certification exist: the Interstate Commerce Commission Practitioner designation and Certified Membership of the American Society of Traffic and Transportation, a professional association for the industry.

BACKGROUND INFORMATION

The field of logistics is very broad and includes the areas of transportation, warehousing, packaging, procurement and purchasing, inventory control, and order processing. All of these areas are found in the industrial sector, transportation companies, the military, and government.

Although there is no licensure in the field, some sectors of the field are introducing certification. The two existing certifications are in the transportation sector.

The first type of certification is for the designation "Interstate Commerce Commission Practitioner." The ICC Practitioner may function as a legal counselor, representing a company in cases that come before either the federal or state regulatory agencies.

There are two options for fulfilling the ICC Practitioner's requirements:

I. A practicing lawyer who is a member of a bar needs only to sign a registry. This person is called a Paragraph A Practitioner.

II. For a layman to join the bar of the ICC becoming a Paragraph B Practitioner, he/she must:

A. Meet ONE of the following options:

1. Option 1: complete a minimum of sixty college or university credits in any field, and have a minimum of five years experience in the transportation field.

2. Option 2: hold a baccalaureate degree in logistics.

In some cases, certified membership in the American Society of Traffic and Transportation is accepted in lieu of Options 1 or 2.

B. Submit an application for evaluation.

C. Pass a written examination. This day-long examination is national and is developed and

administered by the Interstate Commerce Commission. It is given the second Tuesday of July and February in Philadelphia and Pittsburgh, and a fee of $50 is charged.

Upon passing the examination, an individual is permanently registered as an ICC Practitioner.

Nationwide, there are approximately 8,000 to 10,000 ICC Practitioners, about 4,500 of whom are members of the Association of ICC Practitioners, their professional association headquartered in Washington, D.C. Approximately one half of the ICC Practitioners have Paragraph B status. Of the Paragraph B practitioners, only about 200 actually represent clients before an agency. Most Paragraph B practitioners use the designation to assist their employing firm or as a springboard for employment; the designation is often required for a job and usually commands a larger starting salary.

Another certification in the field of logistics is the Certified Member designation (CM) of the American Society of Traffic and Transportation (AST&T). This professional association was developed to establish standards of education, experience, and ethics among individuals in traffic and transportation.

To earn the CM designation, an individual must:

I. Be at least 21 years of age.

II. Complete four examinations by test or waiver. The examinations are in four areas: transportation economics, traffic management, general management, and a choice of either transportation law or logistics. The first three examinations may be waived if an individual has completed two or more years of course work at an accredited college or recognized vocational school within the past ten years with a grade of "C" or better in specific courses in each topic area. The fourth examination can be waived if the individual has satisfactorily completed the ICC examination within the past ten years and/or has adequate proof of membership in the bar of the ICC. The fee for each examination is $15 and each is given twice a year.

III. Write an original research paper. A fee of $15 is paid when an outline of the paper is submitted for AST&T approval.

The CM is currently awarded for life, although development of a periodic update program, requiring some amount of continuing education, is under consideration.

The number of CMs is increasing, as is recognition of the program. The federal government treats it almost as an equivalent to a baccalaureate degree and it appears that it is accepted in lieu of the education requirement for the ICC Practitioner application. Within the industry, there are a range of reactions to the CM; some companies have never heard of it and others may require it of their employees.

CLIMATE FOR CONTINUING EDUCATION

In Pennsylvania, Penn State is the major university or college offering a program in logistics. The Robert Morris College in Pittsburgh, an urban night school, also offers a program in transportation but it generally serves local students. Both the University of Pennsylvania and the University of Scranton offer courses in logistics. Nationally, Penn State, the University of Tennessee, and the University of Maryland are the major schools offering a logistics program.

A limited amount of continuing education is available for those individuals preparing to take the examinations for ICC Practitioner certification and for the CM designation. Nationally, about 200 individuals a year take the ICC Practitioner examination. There is currently a correspondence course available to prepare for it, but it is very outdated. A need exists for a good review course and, a correspondence course that can be updated periodically has been suggested as most suitable. A review course for the ICC Practitioner's exam is currently taught in the spring of each year at Penn State through the resident instruction program.

Preparatory materials for the CM examinations exist through AST&T. The Association has developed study guides for several of the examinations and also offers an extensive reading list for each topical area. About half of the AST&T chapters offer review programs. Consideration being given to a requirement of some type of updating for CMs could entail a continuing education requirement. The Association is also considering becoming involved in offering more continuing education if recertification requirements are established.

There are other professional associations and organizations in the various sectors of the field of logistics. The National Association of Purchasing Managers is planning a certification program. This Association is also considering offering continuing education on procurement for distribution managers, as many distribution managers are now taking over purchasing functions. The national membership for this Association is around 40,000; the local chapter in central Pennsylvania has a membership of approximately 200.

The National Council of Physical Distribution Management offers extensive continuing education through its annual conference and in local chapter meetings. A continuing education need has been identified in Pennsylvania in the area of distribution, particularly because there is a great change from year to year in many areas, including law and claims.

The American Production and Inventory Control Society, with a growing membership, has created an examination series for production and inventory clerks. The Society also is very active in continuing education for individuals in this field.

Delta Nu Alpha, an educational fraternity in the industry, has a national membership of about 10,000 with the majority working in the transportation and shipping field. This association is very interested in providing educational programs for its membership but needs some help in the delivery of these programs. There are several chapters in Pennsylvania including Pittsburgh, Erie, Williamsport, Scranton and a college chapter at Penn State. The state membership is about 1,500.

Some continuing education is offered in industry; General Electric, IBM, and the U.S. Government are the three largest providers of continuing education for employees. Continuing education programs offered through other companies are limited or nonexistant. Requests have come from industry to the professional associations and colleges and universities with logistics departments to provide continuing education, primarily for updating purposes.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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URBAN AND REGIONAL PLANNING

There is no licensing or certification of urban or regional planners by the Commonwealth. However, a voluntary professional certification does exist through the American Institute of Certified Planners of the American Planning Association, the professional association for urban planners.

BACKGROUND INFORMATION

Urban and regional planners work in many different agencies of governmental and nongovernmental organizations. They engage primarily in physical planning, including land use, community facilities, transportation, and housing. Social planning, which includes planning and developing services for health, education, and welfare; and economic planning are other aspects of the urban or regional planner's function.

Licensing of urban planners exists in only two states, Michigan and New Jersey. This is seen as a unique movement and is not indicative of a trend toward licensing in other states. Over the past ten years, American Institute of Planning (AIP), the association for the professional planner, discussed the issue of licensing. This group decided that it is not desirable for states to develop standards, particularly because urban and regional planners come from very diversified backgrounds and it would be difficult to develop common, comprehensive requirements. AIP did decide to make acceptance for membership in the association more stringent by adding an examination requirement, which is viewed as a potential first step toward certification.

In 1978, AIP merged with The American Society of Planning Officials, an association of professional and nonprofessional planners including planning commissioners and mayors, to form the American Planning Association (APA). The merger was made because of overlapping functions. The new APA membership is divided into two categories: General Membership for anyone interested in planning; and Professional Membership, which is equivalent to certification by the American Institute of Certified Planners (AICP).

If previous members of AIP had professional certification, they automatically became professional members of AICP. Otherwise, to be granted professional membership and become certified by AICP, an individual must meet the following requirements:

I. Meet ONE of the following options:

   A. Have a graduate degree from a recognized planning program, plus two years of experience in planning, or

   B. Have a master's degree in a field related to planning, plus four years of planning experience, or

   C. Have a baccalaureate degree from a recognized program in planning, plus four years of experience in planning, or

D. Have a baccalaureate degree from an unrecognized program in a related field of planning, plus six years of planning experience, or

E. Have ten years of planning experience.

II. Pay an examination fee of $50.

III. Pass the AICP examination.

The examination consists of 150 questions. Applicants are allowed three hours in which to complete it. It must be passed in one sitting, and cannot be retaken for a full calendar year if failed. The examination is developed and administered by ETS and is given twice a year, in May and November, in about 200 colleges and universities throughout the nation. A grade of 72 percent or better is needed to pass the examination.

Continued professional membership is contingent upon the annual payment of $40 APA dues, $35 AICP dues, and variable chapter membership dues. There is a move toward periodic re-examination requirements for AICP members, but it is still in a proposal stage.

If an individual is certified by AICP, he may use the initials "A.I.C.P." after his name as a professional designation. There are currently 3,000 to 4,000 A.I.C.P.s in the nation.

APA "recognizes" schools of planning, but it has not yet been granted the status of an accrediting agency. APA expects to receive that designation within a year. There are ninety recognized planning programs in the nation, including the master's program in urban and regional planning at Penn State's Capitol Campus. At University Park, Penn State offers both baccalaureate and master's programs. Also, the department of architecture includes a planning option in its program, and the geography department is instituting one. The University of Pennsylvania has a strong program in urban and regional planning at the master's and doctoral levels, and the University of Pittsburgh offers master's and doctoral programs in urban planning. Many small colleges are adding planning courses, and many of the traditional urban studies programs are shifting their emphasis toward planning.

CLIMATE FOR CONTINUING EDUCATION

There are three Pennsylvania chapters of APA: Eastern, Central, and Pittsburgh Metropolitan. Many educational programs are offered by these APA chapters, particularly in the Philadelphia-Bucks County area.

There is a significant interest in continuing education for urban and regional planners. Some programs are offered through the Capitol Campus, but there is a need for Penn State to bring urban and regional planners, from metropolitan and urban areas, together with the appropriate faculty at both Capitol Campus and University Park.

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Prepared by Planning Studies in Continuing Education, The Pennsylvania State University, University Park, PA 16802.

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VETERINARY MEDICINE

In Pennsylvania the practice of veterinary medicine is regulated by the Veterinary Medicine Practice Act of 1974. Under this Act, the Pennsylvania State Board of Veterinary Medical Examiners licenses qualified individuals to practice veterinary medicine.

LICENSING INFORMATION

To be licensed to practice veterinary medicine, an individual must:

I. Be eighteen years of age or over.

II. Be a graduate of an approved school or college of veterinary medicine.

III. Pay an application fee of $50 to take the examination. This fee must be paid each time the written examination is taken, but allows for one repeat of the oral examination.

IV. Pass an examination administered by the Board. The examination includes a national, written portion and an oral section developed by the Pennsylvania Board.

Licensure is not required of doctors of veterinary medicine (D.V.M.) who are engaged only in teaching and research and hence do not actually practice veterinary medicine. A D.V.M. employed by federal government need not be licensed by Pennsylvania to perform his official duties within the Commonwealth.

RELICENSING INFORMATION

Licenses are renewed biennially with the payment of a $25 fee. Licenses expire November 30 of each even-numbered year.

Each license holder is required to attend eight clock hours of educational programs in the twenty-four months preceding each renewal date.

BACKGROUND INFORMATION

Most veterinarians in Pennsylvania work with small animals, many work with both small and large animals, and relatively few limit their practices to large animals. In the past, all veterinary students received the same training regardless of their preferences for large or small animals work, but within the past decade this has changed. At most schools of veterinary medicine students now take a core of common courses and then select from options in the areas of small or large animals, research, or other interests.

After completing veterinary school, a D.V.M. may undergo additional

training to specialize in a species (e.g., bovine, equine) or a dicipline (e.g., pathology, surgery). National board certification is granted in a number of specialty areas as well as passage of an examination. Some specialty boards require continuing education for maintenance of board certification. Board certification in a specialty area is a professional designation and as such is voluntary; a D.V.M. may limit his/her practice to a specific area without being board certified.

The American Veterinary Medical Association (AVMA) is the national professional organization for D.V.M.s. Within AVMA there are a number of interest and specialty groups, including those for specialty certification described above. The largest of these groups is the American Animal Hospital Association, an interest group for veterinarians working with small animals. While this group has no specific educational requirements or examination for membership, it does have standards that must be met by any D.V.M. wishing to join. The primary purposes of this group are the provision of continuing education programs and encouragement in the upgrading of animal hospitals.

The Pennsylvania Veterinary Medical Association (PVMA) is a state chapter of AVMA and serves as the parent organization for fifteen local assocations and provides leadership for the profession within the state. About 900 of the approximately 1,100 veterinarians licensed to practice in Pennsylvania are members of PVMA.

The licensing examination for veterinarians is considered fairly difficult. Applicants from foreign schools of veterinary medicine often have trouble passing it because their training is not comparable to that offered by schools in this country. Each state using the national examination determines its own passing grade. Use of the national examination by many states is an aid in establishing reciprocity for practice.

The supply of veterinarians is approximately equal to the demand in the country at this time. However, a study of veterinary manpower needs, conducted by Arthur D. Little for AVMA in 1978, indicates that there will be a surplus of doctors of veterinary medicine within a decade, given the output of existing veterinary schools. It has been suggested that in the future D.V.M.s could fill research and government positions that are currently filled by biologists, but in which a D.V.M. would be an asset.

Within the past ten years, animal technicians have gained recognition as an occupational group with the veterinary medicine field. Prior to the 1970s, a veterinarian might train a person to work with him in the role of an animal technician, but there was no uniformity or cohesiveness to animal technicians as a group. PVMA has worked cooperatively with the animal technicians to help them establish a statewide professional organization, which meets each year at the same time and location as PVMA. Certification of animal technicians is a provision of the Veterinary Medicine Practice Act, and will be handled by the State Board. Educational requirements will include completion of a two-year training program and supervised practical experience. Animal

technicians may do many of the things a veterinarian does, working under the supervision of a D.V.M.

CLIMATE FOR CONTINUING EDUCATION

AVMA, PVMA, and the local associations in Pennsylvania all offer continuing education for practicing veterinarians in abundance. Difficulty filling some programs indicates that more continuing education may be offered than is necessary to meet the demand. Consolidation of programs both within the state and with neighboring states has been suggested as a means of increasing attendance and encouraging optimum program quality.

The University of Pennsylvania, which has the only school of veterinary medicine in the Commonwealth, works with PVMA on continuing education programming. Two veterinarians in the Cooperative Extension Service at Penn State provide some programs that are attended by veterinarians, but work primarily with people owning, raising, and breeding animals. There is little need for further input from Penn State in the continuing professional education of practicing D.V.M.s at this time. However, should the predictions of the Arthur D. Little report come to pass, Penn State might well help veterinarians prepare for positions in allied fields, such as the biological sciences.

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